**POLICY NO: 4**

# BULLYING BEHAVIOUR AMONG STUDENTS POLICY

**'Bullying is repeated aggression, verbal, psychological or physical, conducted by an individual or group against others'. (Dept. of Education & Science 93)**

**AIMS**

- To ensure the right of each student to enjoy a safe and secure environment where a sense of dignity, self-respect and self-worth is fostered.
- To promote qualities of tolerance, understanding, honesty and respect for the rights of others.

**FORMULATION OF POLICY**

The Principal, Deputy Principals, the Anti-bullying Committee, Staff, Parents, and Students formulated the anti-bullying policy

Bullying should be reported in the first instance to any of the following:

- Any staff member
- A student council member
- A prefect/mentor

In order to deal successfully with incidents of bullying full details must be reported to the contact person. Confidentiality will be upheld where necessary.

**IMPLEMENTATION OF POLICY**

- Inform parents and students on the policy and disciplinary procedures in the school journal
- Use the curriculum as a tool to raise awareness of the issue of bullying.
- Incorporate procedures into school rules and sanctions.
- Encourage all members of the school community to be vigilant in detecting and reporting incidents of bullying.
- Information shall be obtained from Primary Schools ref history of Bullying within any incoming groups
- Treat any approach about incidents of bullying seriously and keep records of any meetings held.
- Record of meeting form (available to all teachers) should be filled in and returned to Year head as soon as possible after any discussion with students ref bullying
- Records of all alleged incidents and any action taken shall be kept by the Yearhead.
- Measures will be available to provide redress and protection for the victim in the event of bullying.
- When the bully has been identified, he/she will be spoken to by the Tutor Yearhead and the facts as he or she sees them will be ascertained and recorded.
- Where no concrete evidence is available the situation will be closely monitored.
- The victim and the alleged 'bully' will be interviewed by the Tutor / Yearhead and will be offered appropriate support in line with school ethos. This may include referral to the school chaplain, Guidance counsellors, etc.
- Depending on the severity of the incident, both sets of parents will be notified and

their support sought. In addition, parents will be advised on how best to help their child.

All incidents of bullying both inside and outside school will be matters of concern when determining outcome.

- Sanctions will be applied in accordance with the code of discipline.

**Note:** In the event that the Yearhead/ Principal feels it appropriate, the victim may meet with the alleged 'bully' and initiate a discussion on what the victim feels like when bullied. The Principal/ Yearhead will be present at this meeting.

## MONITORING PROCEDURES

- The anti-bullying committee will meet regularly.
- Incidents of alleged bullying will be reported to the Yearhead and dealt with through the referral system
- The Principal and Deputy Principals will meet with the Anti-bullying Committee and review the programme and evaluate implementation.

## SUCCESS CRITERIA.

- A reduction in acts of physical, verbal and psychological aggression.
- Reduction in incidents of isolation, intimidation, ganging up, name-calling and gossip.
- Appropriate and frequent reporting by students
- Successful resolution of individual bullying incidents

## ANTI BULLYING COMMITTEE

The Anti Bullying committee will be made up of:

Pastoral Care co-ordinator
SPHE co-ordinator
Career Guidance Teacher
Catechist
Chaplain
HSL Teacher
Student Representative
**Meeting will be held on a regular basis**

### Aim of Committee:

- Review Anti Bullying Policy annually
- To raise awareness of the issue of Bullying
- To organise workshops and other activities that may be appropriate. These workshops may be given by external or internal facilitators
- To look at and evaluate procedures in place

  - The Anti Bullying Committee will not be a disciplinary group. They will highlight awareness of the issue of Bullying and will organise methods of intervention in liaison with Yearheads and Tutors

## REVIEW PROCEDURES.

- The policy will be reviewed by SDP Committee in liaison with Anti Bullying Team.
- The view of staff, parents and students will be sought.