

Whole School Care Programme



1. In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the NEWB, the Board of Management of SCOIL MHATHAIR NA TROCAIRE has adopted the following anti-bullying policy within the framework of the school's overall code of behaviour. This policy fully complies with the requirements of the Anti-Bullying Procedures for Primary and Post-Primary Schools which were published in September 2013.

2. The Board of Management recognises the very serious nature of bullying and the negative impact that it can have on the lives of pupils and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:
 - A positive school culture and climate which
 - is welcoming of difference and diversity and is based on inclusivity;
 - encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
 - promotes respectful relationships across the school community;
 - Effective leadership;
 - A school-wide approach;
 - A shared understanding of what bullying is and its impact;
 - Implementation of education and prevention strategies (including awareness raising measures) that
 - build empathy, respect and resilience in pupils; and
 - explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and trans-phobic bullying.
 - Effective supervision and monitoring of pupils;
 - Supports for staff;
 - Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and
 - On-going evaluation of the effectiveness of the anti-bullying policy.

3. In accordance with the Anti-Bullying Procedures for Primary and Post-Primary Schools bullying is defined as follows:

Bullying is unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which is repeated over time.

The following types of bullying behaviour are included in the definition of bullying:

- deliberate exclusion, malicious gossip and other forms of relational bullying,
- cyber-bullying and
- identity-based bullying such as homophobic bullying, racist bullying, bullying based on a person's membership of the Traveller community and bullying of those with disabilities or special educational needs.

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Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with the school's code of behaviour.

However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

Negative behaviour that does not meet this definition of bullying will be dealt with in accordance with the school's code of behaviour.

Additional information on different types of bullying is set out in Section 2 of the Anti-Bullying Procedures for Primary and Post-Primary Schools.

Each class teacher will be responsible for the investigation of bullying issues within their own classroom. Should a student lose three care credits the matter is dealt with by the principal.

Anti-Bullying Education & Prevention Strategies

SCOIL MHATHAIR NA TROCAIRE runs its Care Programme on an annual basis.

1. At the beginning of term one all children are inducted into the Care Programme by engaging in an Anti-Bullying Lesson across all classes.
2. Each student signs an Anti-Bullying Promise and receives their Care Credit Card.
3. Anti-Bullying lessons are given on a monthly basis after assembly on a Tuesday across all classes and simultaneously. Themes covered in these classes reference all manifestations of bullying behaviour.
4. Each class creates a Care Corner where all Anti-Bullying messages, creative images and any other materials relating to the issue are posted and regularly refreshed.
5. An Anti-Bullying class survey is rolled out to students once a term to measure the

health of the class social climate.

6. At the end of each academic year each student will be awarded with a Teastas Cúrama (Care Certificate) in recognition of their caring behaviours throughout the year. SCOIL MHATHAIR NA TROCAIRE supports and encourages empathy based approaches to issues of a bullying nature and always strives to enhance and promote healthy behaviours amongst us by highlighting the benefits of such on a regular basis. We view the disclosure of bullying behaviour within our community as an opportunity for growth and healthy change for the future. Our community will undertake an annual review of our Anti-Bullying Policy which will include an evaluation of the levels of bullying behaviour in our school and the effectiveness of our Care Strategy.

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Investigation Procedure & Rationale

Ní leagaimid Milleán... Insímíd an Fhírinne... Tugaimid aire dá chéile! (We don't blame others. We tell the truth. We care.)

SCOIL MHATHAIR NA TROCAIRE adopts a No Blame approach to bullying behaviour in our school. We support our students to take ownership and responsibility for their own behaviours and endeavour to bring a common thread through our contact with them by regularly highlighting the nature of bullying behaviour, encouraging regular Anti -Bullying Self Checks and engaging in regular social climate testing surveys with the students. We are committed to the consistent raising of awareness of the merits of engaging positive behaviours within our community and we agree that by raising this awareness continuously we can build a culture of prevention of bullying behaviours amongst all members of the whole school communities.

Our Care Strategy holds at its core a stepped procedure for dealing with specific disclosures of bullying behaviour by teachers, parents and students. This Care Strategy is underpinned by the ongoing delivery of specific awareness raising modules on the subject of bullying behaviour prevention through the current SPHE Programme. We focus specifically on empowerment and resilience building amongst our community, particularly amongst our students.

Our Care Strategy is a four step procedure. This procedure is triggered upon disclosure by any member of the whole school community.

On a yearly basis each of our students will receive a Care Credit Card with three care credits and will sign a Care Promise. It is each student's responsibility to keep their three care credits by continuing to be as caring as they can in the school environment. If there is a disclosure of bullying behaviour by anyone in the school community the following four steps will be triggered.

Céim 1 Foirm 1 Foirm Tuairisce le líonadh amach.

(Anti bullying Referral Form is filled out.)

If any member of the whole school community discloses issues of a bullying nature towards a student by another student or group of students within the school to a class teacher this will necessitate the filling out of an Anti bullying Referral Form by that individual. As much detail as possible, including dates, times and places where bullying behaviour may have taken place including names of any students who may have engaged in bullying behaviour.

Céim 2 Foirm 3:1 Seidliosta d'Iompar Bulaíochta a dháileadh

(Bullying behaviour checklist is given out to peer group.)

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Subject to the completion of the Anti-Bullying Referral Form a Checklist of Bullying Behaviour is given out to the peer/class group in question by the relevant class teacher. Students will be asked to re-familiarise themselves with the various manifestations of bullying behaviour highlighted on this form.

Céim 3 Foirm 2 Suirbhé Ranga Frithbhulaíochta le lionadh amach

(Anti-Bullying Class Survey is filled out by peer group.)

Each student will then be given an Anti-Bullying Class Survey to complete. All students in SCOIL MHATHAIR NA TROCAIRE have been trained with regard to what bullying behaviours are, the role of the bystanding group and how to fill out this survey. In line with Models of Best Practice this survey is designed to illicit information on bullying behaviour from the peer group in question which will help to identify those who have been choosing to engage in the behaviour.

Céim 4 Foirm 3 Billeog d'Agallamh Frithbhulaíochta le líonadh amach

(Anti-Bullying Interview Form is filled out.)

Students who have been named as engaging in bullying behaviours will then be asked to fill out an Anti-Bullying Interview Form. This form will help the student/s in question to recognise where they may have used bullying behaviours, how this has affected the victim of the behaviours and how to begin to empathise with the discomfort of the victim. The student/s in question will then forfeit a care credit from their care credit card and will be encouraged to begin to earn this credit back by being as caring as they possibly can towards their peers.

Ath Fhás agus Tús Nua!

(re-growth...a new start)

SCOIL MHATHAIR NA TROCAIRE Restorative Approach to Bullying & Support Programme for the Social Group affected by bullying issues.

SCOIL MHATHAIR NA TROCAIRE plans to become a restorative school in the coming

academic year. This means that established restorative processes will be engaged to support any social groups within the school affected by bullying issues. Full details of these approaches will be outlined in this section of our policy upon review in September 2015.

SCOIL MHATHAIR NA TROCAIRE Learning Support Team will continue to provide support for students affected by bullying issues in the interim.

Supervision and Monitoring of Pupils

The Board of Management confirms that appropriate supervision and monitoring policies and practices are in place to both prevent and deal with bullying behaviour and to facilitate early intervention where possible.

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Prevention of Harassment

The Board of Management confirms that the school will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of pupils or staff or the harassment of pupils or staff on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

This policy was adopted by the Board of Management on 8/11/19 [date].

This policy has been made available to school personnel, published on the school website (or where none exists, is otherwise readily accessible to parents and pupils on request) and provided to the Parents' Association (where one exists). A copy of this policy will be made available to the Department and the patron if requested.

This policy and its implementation will be reviewed by the Board of Management once in every school year. Written notification that the review has been completed will be made available to school personnel, published on the school website (or where none exists, be otherwise readily accessible to parents and pupils on request) and provided to the Parents'

Association (where one exists). A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed: Giblin B. de Ahlceil

(Chairperson of Board of Management)

Signed: Derek Walsh

(Principal)

Date: 8/11/19

Date: 8/11/19

Date of next review: Nov. 2021

