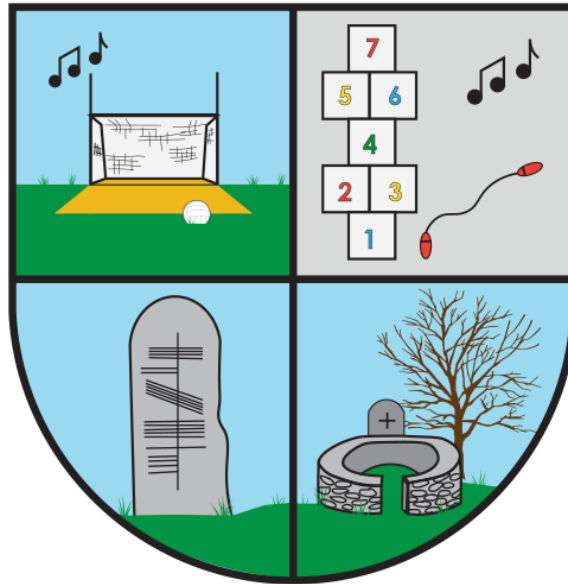


SCOIL NAOMH EOIN BAISTE



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LIOS PÓIL

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**Polasaí Frithbhulaíochta Scoil Naomh Eoin Baiste
Bullying Policy**

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Pátrún na Scoile: An tEaspag Réamonn de Brún

Scoil Naomh Eoin Baiste

Polasaí

Frithbhulaíochta

1. I gcomhréir le riachtanais an Acht Oideachais (Leas) 2000 agus na dtreoirínte faoi chód iompair a d'eisigh an Bord Náisiúnta um Leas Oideachais tá an beartas frithbhulaíochta seo a leanas glactha ag Bord Bainistíochta Scoil Naomh Eoin Baiste mar chuid de chód iompair iomlán na scoile ag brath ar chinneadh ó Chumann Múinteoirí Éireann maidir le freagracht múinteoirí ó thaobh eachtraí lasmuigh den scoil. Géilleann an beartas do riachtanais *Ghnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile* a foilsíodh i Meán Fómhair 2013.
- Aithníonn an Bord Bainistíochta a thromchúisí atá iompar bulaíochta agus a dhiúltaí a d'fhéadfadh a thionchar a bheith ar dhaltaí, agus geallann an scoil dá réir cloí leis na príomhphrionsabail dea-chleachtais seo a leanas agus iompar bulaíochta a chosc agus a chomhrac.

Cultúr dearfach a bheith i réim sa scoil:-

- Ina nglactar go fonnmhar le difríocht agus le héagsúlacht agus ina léirítear meas ar a chuimsitheacht;
- Ina spreagtar daltaí chun iompar bulaíochta a nochtadh agus a phlé i dtimpeallacht neamh-bhagrach; agus
- Ina gcuirtear caidreamh bunaithe ar mheas chun cinn ar fud phobal na scoile.

I Scoil Naomh Eoin Baiste cuireann na pointí seo a leanas le cultúr dearfach scoile: -

- Glacaimid leis go bhfuil sé de cheart ag gach ball de phobal na scoile sásamh a bhaint as an scoil i dtimpeallacht sábhailta.
- Glacaimid le sainiúlacht gach duine agus a luach mar dhuine daonna.
- Cuirimid béasa dearfacha maidir le féin-mheas, féin-smacht agus freagracht i measc bhaill na scoile chun cinn.
- Cuirimid cosc láithreach ar iompar bharbartha, ionsaitheach nó seicteach ag aon bhall scoile.
- Cuirimid cothromaíocht chun cinn go ginearálta agus cothromaíocht inscne go príomha i ngach gné d'fheidhmiú na scoile.
- Tá an cumas againn athraithe a dhéanamh de réir riachtanaisí na ndaltaí.
- Aithnímid gnéithe den Churaclam a chabhróidh dearcadh agus luachanna dearfacha a chothú ins na daltaí /ina bhféadfaidh tionchair dhearfacha a bheith aige ar luachanna agus dhearcadh na ndaltaí.

- Tugaimid aire faoi leith d'aon dalta/í a d'fhéadfadh a bheith 'i mbaol' agus usáidimid corás chun riachtanaisí a aithint agus eascú a dhéanamh ar luath-idirghabháil nuair is gá – sa tslí is go bhfreagróimid do riachtanaisí, cúis eagla nó inní na mball i slí mothálach/goilliúnach.
- Aithníonn SNEB an gá atá le comh-oibriú, i gcomh-pháirtíocht le tuismitheoirí agus iad a choiméad ar an eolas maidir le nósanna imeachta chun feabhas a chur ar ghaolmhaireachtaí laistigh de phobal na scoile.
- Aithnímid cearta an tuismitheora cabhrú leis an dtasc scileanna saoil a thabhairt dá bpáiste(í).
- Aithnímid an ról atá ag Eagraíochtaí eile agus iad ag deileáil agus ag cur cosc le bulaíocht.
- Molaimid béasa, meas ar a chéile, cúirtéis agus feasacht de idir-spléachas daoine i ngrúpaí agus i bpobail.
- Molaimid tréithe freagrachta sóisialta caoinfhulaingte agus tuisceanna i measc na mball scoile uile.
- Tá freagracht ar bhail foirne, faoi stiúir an Príomh Oide, gníomhú chun bulaíocht a chosc ar aon bhall de phobal na scoile.

(B) Ceannaireacht

Éifeachtach :

- Tá freagracht ar an mBord Bainistíochta chun a chinntiú go bhfuil an polasaí seo éifeachtach, inbhuanaithe agus tomhaiste. Caithfidh an Bord Bainistíochta a chinntiú go bhfuil ard-chaighdeán freagrachta i bhfeidhm agus na stráitéisí agus na smachtbhannaí a mheas go minic laistigh den bpolasaí.
- Tá ról soiléir ag an bhfoireann Bainistíochta In-scoile feidhmiú i ról cinnireachta laistigh de phobal na scoile, Cur-Chuige Scoile Uile a spreagadh chun cosc a chur le bulaíocht agus é a láimhseáil agus dea-shampla a thabhairt maidir le dea-chleachtas.
- Bíonn tionchar láidir ag an bPríomh Oide, mar phríomh-cheannaire ar dhearcadh phobal na scoile i leith na bulaíochta agus deineann sí caighdeán a leagadh síos nuair a bhítear ag deileáil le heachtraí bulaíochta.
- Caithfidh múinteoirí dea-shampla a thabhairt agus gan a n-údarás a usáid go mí-chuí, ach a bheith cothrom, soiléir agus seasmhach agus smacht-bhannaí á gcur i bhfeidhm acu.

(C) Cur Chuige Scoile Uile

- Tá gá le cur chuige Scoile Uile d'fhadhb na bulaíochta agus i Scoil Naomh Eoin Baiste is iad an Bhainistíocht, Múinteoirí, foireann neamh-theagaisc, daltaí, tuismitheoirí/caomhnóirí, Pobal na Scoile atá i gceist.
- Is féidir le h-iompar bulaíochta leathnú laismuigh den scoil. Má chuireann sé seo isteach i slí diúltach ar chúrsaí scoile – tá freagracht ar thuismitheoirí agus na dhaltaí tacaíocht a thabhairt don scoil chun cabhrú aghaidh a thabhairt ar an gcúis inní. (Baineann sé seo go príomha (ach ní amháin) le cibear bulaíocht.
- Beidh cabhair ag teastáil, i gcásanna áirithe, ó na Gardaí, Tusla agus Oibrithe Pobail Beidh gá le comh-fhaireachas i bpobal uile na scoile chun bulaíocht a aithint agus deileáil le cúiseanna inní i slí fhairéalta agus cothrom.

- Tabharfar cóip den bpolasaí seo do gach ball den bhfoireann teagaisc/scoile.

(D) Tuiscint i bpáirt faoi cad is bulaíocht ann agus faoin dtionchar is féidir a bheith aige.

Deineann SNEB iarracht córais oiriúnacha a chur i bhfeidhm chun a chinntiú go bhfuil tuiscint i bpáirt ag pobal uile na scoile (tuismitheoirí, daltaí agus foireann & an pobal i gcoitinne) ar cad is iompar bulaíochta ann mar atá leagtha amach sa pholasaí seo. (Rannóg 2 & 3 de Ghnásanna Frith-Bhulaíochta do Bhunscoileanna agus Iar-Bhunscoileanna).

**(E) Feidhmiú Stráitéisí Oideachais agus Coiscithe
(lena n-áirítear bearta chun feasacht a mhúscailt)**

- ionbhá, meas agus athléimneacht sna daltaí a chothú
- dul i ngleic go sonrach le cibearbhulaíocht agus le bulaíocht bunaithe ar aitheantas, lena n-áirítear bulaíocht homafóbach agus trasfóbach
- féitheoireacht agus monatóireacht éifeachtach ar dhaltaí

(F) Maoirseacht agus monatóireacht éifeachtach ar dhaltaí:

Tá dualgas ar leith ar bhaill foirne chun a chinntiú go bhfuil maoirseacht éifeachtach á dhéanamh ar na daltaí sa rang agus sa chlós.

Deimhníonn an Bord Bainistíochta go bhfuil beartais agus cleachtas chuí mhaoirseachta agus monatóireachta i bhfeidhm chun iompar bulaíochta a chosc agus chun déileáil leis agus chun idirghabháil luath a éascú, más féidir.

(G) Tacaíocht don fhoireann

- Plé rialta agus athbhreithniú ar pholasaithe agus nósanna imeachta riachtanach chun tacaíocht a thabhairt don bhfoireann ar bhonn rialta.
- Tuiscint aontaithe maidir le h-iompar bulaíochta a bheith ag gach ball foirne ar conas líomhaintí a bhainistiú agus conas deileáil go héifeachtach le h-eachtraí bulaíochta i gcomhthéacs an ranga.
- Tuiscint a bheith ag an bhfoireann gur gné tabhachtach é tacaíocht a thabhairt dá chéile chun bulaíocht a chosc. Caithfear gach seans a thabhairt do gach ball foirne nua/baill foirne nach bhfuil taithí acu chun cúiseanna inní a phlé agus dea-chleachtas a chur i bhfeidhm.
- Tacaíocht a thabhairt do gach ball foirne páirt a ghlacadh i bhforbairt Ghairmiúil leanúnach i leith Stráitéisí Frith-Bhulaíochta.

**(H) Teagmhais bhulaíochta a thairneadh agus a imscrúdú ar shlí chomhsheasmhach agus obair leantach a dhéanamh ina dtaobh
(lena n-áirítear straitéisí aitheanta idirghabhála a úsáid).**

(I) Meastóireacht leanúnach ar a éifeachtaí an bheartas frithbhulaíochta.

3. I gcomhréir le *Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile*, seo é an sainmhíniú ar bhulaíocht:

An rud a thuigtear le bulaíocht ná **iompar diúltach neamhiarrtha**, bíodh sé i bhfoirm iompar briathartha, síceolaíoch nó fisiciúil, a dhéanann duine aonair nó grúpa in aghaidh duine nó daoine eile, agus **a dhéantar arís agus arís eile**.

Áirítear na cineálacha iompair bhulaíochta seo a leanas ar an sainmhíniú ar bhulaíocht:

- duine a fhágáil as an áireamh d'aon ghnó, gabháil do chúlchaint mhailíseach agus do chineálacha eile caidrimh bhulaíochta idir dhaoine;
- cibearbhulaíocht; agus
- bulaíocht bunaithe ar aitheantas, ar nós bulaíocht homafóbach, bulaíocht chiníoch, bulaíocht bunaithe ar bhallraíocht den Lucht Siúil agus bulaíocht ar dhuine faoi mhíchumas nó ar dhuine a bhfuil riachtanais speisialta oideachais aici/aige.

Ní chuimsíonn an sainmhíniú seo ar bhulaíocht teagmhais aonraithe nó **teagmhais aon uaire d'iompar diúltach d'aon turas**, lena n-áirítear téacsteachtairacht mhaslach nó goilliúnach aon uaire nó teachtaireachtaí príobháideacha eile agus ba cheart déileáil leo, mar is cuí, de réir chód iompair na scoile.

Ach, i bhfianaise an bheartais seo, féachfar ar theachtairacht, íomhá nó ráiteas poiblí goilliúnach aon uaire ar shuíomh Gréasáin líonra poiblí nó ar fhóram poiblí eile ar féidir an teachtaireacht, an íomhá nó an ráiteas sin a fheiceáil air agus/nó a bheith athráite ag daoine eile mar iompar bulaíochta.

Iompar diúltach nach n-áirítear sa sainmhíniú seo ar bhulaíocht, déileálfar leis **de réir chód iompair na scoile**.

Gheofar eolas breise ar na cineálacha éagsúla bulaíochta i Roinn 2 de na *Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile*.

- **Seo a leanas an múinteoir/na múinteoirí ábhartha a dhéanfaidh bulaíocht a imscrúdú agus a dhéileálfaidh léi: (féach Roinn 6.8 de na *Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile*):**
- Gach múinteoir

- Príomhoide Tánaisteach
- Príomhoide

4. Seo a leanas na straitéisí oideachais agus

coiscthe, clár tacaíochta (lena

n-áirítear straitéisí a bheidh dírithe go sonrach ar an gcibearbhulaíocht agus ar bhulaíocht bunaithe ar aitheantas, go háirithe bulaíocht homafóbach agus

trasfóbach) a bheidh in úsáid sa scoil (Féach Roinn 6.5 de na *Gnásanna Frithbhulaíochta Bunscoile agus*

***Iar-bhunscoile*):**

- Pléitear an Polasaí Frithbhulaíochta le daltaí agus tugtar cóip den gCód Iompair/Polasaí Frithbhulaíochta do thuismitheoirí/caomhnóirí nuair a chláraíonn siad a leanbh/leanaí agus beidh sé seo le feiscint ar shuíomh idirlíne na scoile.
- I dtionóil i rith na bliana, cuirtear ábhar an pholasaí i gcuimhne do dhaltaí.
- Tá Polasaí Usáidte Inghlactha Idirlíne ag an scoil agus deintear monatóireacht éifeachtach ar usáid na teicneolaíochta sa scoil.
- Cuirtear na Cláir OSPS, Oideachas Caidrimh & Gnéasachta agus Bí Sábháilte i bhfeidhm go hiomlán sa scoil.
- Forbairt Ghairimiúl Leanúnach déanta ag foireann na scoile chun na cláracha seo a chur i bhfeidhm.
- Leanáí le Riachtanaisí Speisialta: -
Tógfaidh an scoil a riachtanaisí san áireamh nuair a bheidh cláir a chur i bhfeidhm nó scileanna/straitéisí á fhorbairt chun go mbeidís ábalta deileáil go cuí le deacrachtaí & rl.
- Cultúr a chothú ina moltar do gach dalta tuairisc a thabhairt maidir le heachtraí bulaíochta nach bhfuil aon bhaint acu leo. Tuigtear go bhfuilid ag déanamh an rud ceart má dheineann siad é seo.
- Má bhíonn comhairleoireacht nó tacaíochtaí breise ag teastáil ó dhaltaí déanfaidh an scoil gach iarracht dul i dteagmháil leis na heagrachtaí cuí chun iad seo a chur ar fáil. Déanfar teagmháil le NEPS chomh maith chun comhairle a fháil.
- Tabharfar tacaíocht in-scoile agus deiseanna do dhaltaí go bhfuil bulaíocht tar éis cur isteach orthu, páirt a ghlacadh i ngníomhaíochtaí a bheidh dírithe ar féin-mheas a fheabhsú, cairdeas agus scileanna soisialta a fhorbairt agus teacht aniar a chothú iontu. Déanfar é seo trí: -
 - Múscailt Feasachta
 - Beo go Deo /I nGrá Dé
 - Misneach
 - Suíomh na Scoile fábharach
 - Meas acu ar a chéile/Conradh ranga
 - Féitheoireacht: Foireann na Scoile uile gníomhach ag faire amach do chomharthaí bulaíochta

- Úsáid Inghlactha na meáin shóisialta a sainmhíniú go soiléir do na leanaí
 - Na leanaí a spreagadh cloí leis na rialacha scoile maidir le fóin póca agus usáid inghlactha an idirlíon
 - Cúrsa Mindfulness á dhéanamh ó am go chéile
 - Am Ciorcail
 - Aoíchainteoirí
 - An Clár Bí Sábháilte
- **Seo a leanas**
straitéisí na scoile chun iompar bulaíochta a imscrúdú, chun obair leantach a dhéanamh ina dtaobh agus chun iompar bulaíochta a thaifeadh mar aon leis na straitéisí idirghabhála bunaithe a úsáidfidh an scoil chun déileáil le cásanna d'iompar bulaíochta (Féach Roinn 6.8 de na *Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile*):

Is é an príomh-aidhm agus sin ag deileáil le heachtraí bulaíochta ná chun cúiseanna imní/deacrachtaí a réiteach, chun caidreamh na bpáirtithe atá i gceist a athbhunú chomh fada agus is féidir seachas an mhileán a chur ar éinne. Déanfar gach iarracht a chinntiú go dtuigeann gach éinne idir daltaí, Tuismitheoirí/Caomhnóirí an córas ó thús.

Ag Tuairisciú Iompar Bulaíochta

1. Is féidir le dalta, tuismitheoir/caomhnóir teacht go dtí an múinteoir ranga le heachtra(í) bulaíochta.
2. Déanfaidh an múinteoir cuí fiosrúcháin ar thuairiscí bulaíochta agus deileáilfidh sí/sé leo.
3. Ba cheart go dtabharfadh foireann mhúinteoireachta agus neamh-mhúinteoireachta m.sh. Rúnaí, CRS, Glantóir, cúntas ar eachtraí bulaíochta atá feicthe acu, nó atá luaite ag duine eile leo, go dtí an múinteoir cuí.
4. Tabharfar le fios ó thús don dté atá ag déanamh líomhaint(í) go n-inseófar an scéal do thuismitheoirí an té go bhfuil líomhaint á chur ina leith agus go leanófar Polasaí Frithbhulaíochta na Scoile.
5. Ní dhéanfaidh an scoil fiosrúcháin mar gheall ar eachtraí a tharlaíonn laismuigh den scoil.

Fiosrúcháin agus Cur Chuige

- Déanfaidh an múinteoir ábhartha cinneadh bunaithe ar a b(h)reithiúnas proifisiúnta an eachtra bulaíochta atá i gceist nó nach ea. Déanfaidh sí/sé cinneadh conas is fearr a réiteofar an scéal.

- Beifear ag súil go ndéanfaidh tuismitheoirí/caomhnóirí comh-oibriú leis na fiosrúcháin agus cabhrú leis an scoil teacht ar réiteach. Chomh fada agus is féidir, beifear ag súil athbhunú a dhéanamh ar chaidrimh na bpáirtithe chomh tapaidh agus is féidir.
- Ba cheart go mbeadh cur chuige chalma, fuarchúiseach ag an múinteoir agus é/í ag tabhairt fén bhfadhb a réiteach.
- Ba cheart go ndéanfaí na fiosrúcháin lasmuigh den seomra ranga, más féidir, chun a chinntiú go mbeadh príobháideacht ag gach duine atá bainteach leis an scéal.
- Nuair a bhíonn múinteoir ábhartha ag déanamh anailís ar eachtraí bulaíochta líomhainte, ba cheart freagraí a lorg ar: Cad a tharla? Cén áit? Cathain? Cé a dhein é? Cad ina thaobh?
- Más grúpa atá i gceist ba cheart go gcuirfí agallamh ar gach éinne ina n-aonar ar dtúis. Ansan ba cheart go mbuailfí le gach duine atá i gceist, mar ghrúpa. Iarrfar ar gach duine cuntas a thabhairt ar cad a tharla chun a chinntiú go mbíonn gach duine sa ghrúpa soiléir mar gheall ar ráitísí a chéile.
- Sa chás go ndeineann an múinteoir cinneadh bunaithe ar a b(h)reithiúnas proifisiúnta gur iompar bulaíochta atá i gceist, déanfar teangmháil leis na tuismitheoirí/caomhnóirí chun iad a chur ar an eolas agus tabharfar míniú dóibh ar cad a tharlóidh (ag déanamh tagairt do Pholasáí Frithbhulaíochta na Scoile). Ba cheart go dtabharfaí deis dos na tuismitheoirí/caomhnóirí slite a phlé conas tacaíocht a thabhairt ar an mbeart a gcuirfidh an scoil i gcrích agus na tacaíochtaí a thabharfar dos na daltaí.
- Sa chás go rialaigh an múinteoir go raibh an dalta i mbun iompar bulaíochta, bunaithe ar a b(h)reithiúnas proifisiúnta, ba cheart go gcuirfí in iúl go soiléir do/di go bhfuil sé/sí tar éis Cód Iompair agus Bulaíochta na Scoile a bhriseadh. Ba cheart go ndéanfaí gach iarracht go dtuigfeadh an leanbh a dhein a bulaíocht, taobh an linbh go ndeineadh bulaíocht air/uirthi.
- San áit go bhfuil gá le smachtbhannaí a chur i bhfeidhm, ba cheart go dtabharfaí le fios go soiléir do gach dalta agus tuismitheoirí/caomhnóirí, gur rud príobháideach é seo idir an dalta go bhfuil smachtbhannaí á chur i bhfeidhm air/uirthi, a t(h)uismitheoirí/c(h)aomhnóirí agus an scoil.
- **Gnásanna chun iompar bulaíochta a thaifeadadh**

Bulaíocht a Thaifeadadh

Déanfar na taifid a choimeád de réir na reachtaíochta ábhartha maidir le cosaint sonraí.

Tá sé ríthabachtach go ndéanfar taifeadadh ar eachtraí bulaíochta go hoibíachtúil agus fíriciúil.

Is é seo a leanas nósanna imeachta na scoile maidir le cúntas a choiméad agus tuairisciú a dhéanamh ar eachtraí bhulaíochta:

Neamhfhoirmiúil: - Réamhshocrú gur tharla eachtra bulaíochta

- Caithfidh gach ball foirne cúntas scríofa a choiméad ar eachtraí a chonaic siad nó a dúradh leo. Caithfear tuairisc a thabhairt ar gach eachtra don múinteoir cuí.
- Caithfidh an múinteoir ábhartha gach eachtra bulaíochta a scrúdú agus deileáil leo. Usáidfidh an múinteoir ábhartha a b(h)reithiúnas proifisiúnta maidir leis an gcúntas, cúntas scríofa a choiméadfar maidir leis an dtuairisc, na céimeanna a tógadh agus aon phlé a tharla leo siúd a bhí páirteach ann.
- Má shocraíonn an múinteoir ábhartha gur tharla bulaíocht, coinneoidh an múinteoir ábhartha taifead chuí i scríbhinn, lena gcabhrófar leis/léi na saincheisteanna a réiteach agus an caidreamh idir na páirtithe lena mbaineann a athbhunú, chomh fada agus is féidir.
- Caithfidh an múinteoir cuí an Príomhoide a choiméad ar an eolas faoi gach eachtra atá á fhiosrú.

Foirmiúil:

- (Aguisín 3 Nósanna Imeachta ROS)

Caithfidh an múinteoir ábhartha taifead a dhéanamh ar an eachtra bulaíochta ag baint usáide as an teimpléad taifeadadh atá ceangailte leis seo, sna chásanna seo:-

- I gcásanna ina gceapann sí nach bhfuiltear tar éis deileáil le heachtraí i slí sásúil agus ceart, laistigh de 20 lá scoile, tar éis di deimhin a dhéanamh gur tharla iompar bulaíochta agus
- Caithfear gach eachtra d'iompar bulaíochta atá deimhnithe a thaifeadadh agus tuairisc a thabhairt láithreach don bPríomhoide nó don bPríomhoide Tánaisteach.

Caithfidh an múinteoir cuí cóip a choiméad den dteimpléad thaifeadadh agus soláthrófar cóip don bPríomhoide nó don bPríomhoide Tánaisteach, mar is cuí .

Coiméadfaidh múinteoirí cúntaisí in áit sábháilte ina seomra ranga.

Coiméadfar gach teimpléad tuairisce a dtugtar don bPríomhoide i gCód Chaibinéad an Phríomhoide.

- **Seo a leanas clár tacaíochta na scoile do dhaltáí a ndearnadh bulaíocht orthu: (Féach Roinn 6.8 de na *Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile*):**

Beidh Clár Tacaíochta i bhfeidhm do dhaltáí a ndearnadh bulaíocht orthu.

Beidh deiseanna acu a bheith rannpháirteach i ngíomhaíochtaí chun a

bhféinmheas a mhéadú, a scileanna cairdis agus sóisialta a fhorbairt agus athléimneacht a chothú iontu nuair a bhíonn sé ag teastáil.

**Beidh clár tacaíochta do dhaltaí
a bhí ag gabháil d'iompar bulaíochta**

mar chuid don phróiséis idirghabhála scoile chomh maith ag usáid a lán dos na scéimeanna céanna.

Raghaidh an scoil i dteangmháil leis na heagraíochtaí cuí m.sh. (NEPS) má bhíonn gá ag dalta(í) le comhairliuchán.

Maoirseacht agus Monatóireacht

Deimhníonn an Bord Bainistíochta go bhfuil beartais agus cleachtais cuí mhaoirseachta agus múnatóireachta i bhfeidhm chun iompar bulaíochta a chosc, chun deileáil leis agus chun idirghabháil luath a éascú, más féidir.

Ba cheart go dtuigfeadh gach dalta go bhfuil freagracht ar gach éinne má thárlaíonn bulaíocht agus go gcaithfear tuairisc a thabhairt don múinteoir maidir le heachtraí bulaíochta.

- **An Ciapadh a Chosc**

Deimhníonn an Bord Bainistíochta go ndéanfaidh an scoil, de réir a oibleagáidí faoin reachtaíocht chomhionannais, gach beart is indéanta go praiticiúil chun daltaí agus baill foirne a chosaint ar chiapadh gnéasach agus ar chiapadh ar aon cheann de na naoi bhforas, mar atá inscne lena n-áirítear trasinscne, stádas sibhialta, stádas teaghlaigh, treoshuíomh gnéasach, reiligiún, aois, míchumas, cine nó ballraíocht den Lucht Siúil.

1. Ghlac an Bord Bainistíochta an beartas seo ag cruinniú ar an 29ú Bealtaine 2018

1. Tá an beartas seo ar fáil do phearsanra na scoile, tá sé ar fáil do thuismitheoirí agus do dhaltaí ar iarratas agus do Chumann na dTuismitheoirí. Cuirfear cóip den bheartas seo ar fáil don Roinn agus do phátrún na scoile má iarrtar é.

1. Athbhreithneoidh an Bord Bainistíochta an beartas agus a fheidhmiú uair amháin i ngach scoilbhliain. Cuirfear fógra scríofa gur athbhreithníodh beartas frithbhulaíochta na scoile ar fáil do phearsanra na scoile, beidh sé seo foilsithe ar shuíomh idirlíne na scoile. Cuirfear é ar fáil do thuismitheoirí agus do dhaltaí é ar iarratas agus do Chumann na dTuismitheoirí. Cuirfear taifead den athbhreithniú agus a thoradh a chur ar fáil don phátrún agus don Roinn, leis, má iarrtar é.

Sínithe:

Síniú:

(Cathaoirleach an Bhoird
Bhainistíochta) (Príomhoide)

Dáta: 29 Bealtaine 2018

Dáta: 29 Bealtaine 2018

Faomhadh an Phatrúin

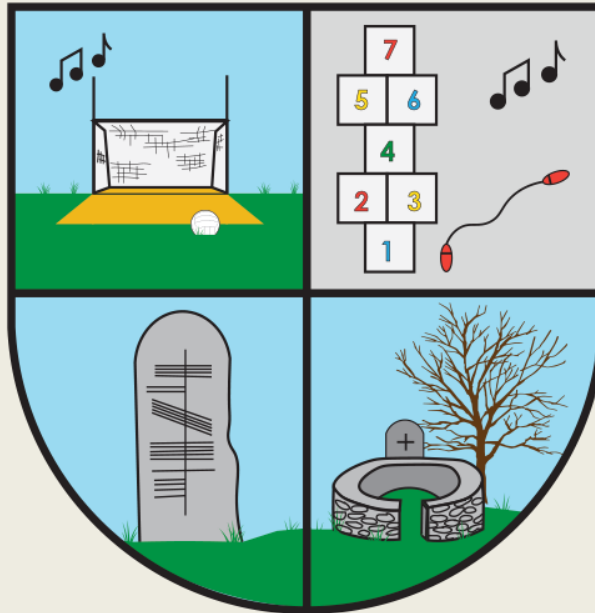
Dhein Oifig Oideachais Naomh Sheanáin faomhadh
ar an bPolasaí seo ar son an Phatrúin, an t-Easpag Réamonn de Brún

Dhaingnigh an Bord Bainistíochta an polasaí ar an 2 Deireadh Fómhair 2019

Sínithe ag _____

Cathaoirleach, An Bord Bainistíochta

SCOIL NAOMH EOIN BAISTE



19

LIOS PÓIL

93

Bullying Policy

**Garraí na dTor, Lios Póil, Co. Chiarraí V92 CX51
www.scoilliospoil.ie**

Uimhir Rolla: 19986H

Pátrún na Scoile: An tEaspag Réamonn de Brún

Scoil Naomh Eoin Baiste

Anti-Bullying Policy

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 Naomh Eoin Baiste school 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:
3. **A positive school culture and climate which -**
 1. is welcoming of difference and diversity and is based on inclusivity;
 2. encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
 3. promotes respectful relationships across the school community
4. **At Scoil Naomh Eoin Baiste we consider the following to be key elements of a Positive School Culture: -**
5. We acknowledge the right of each member of the school community to enjoy school in a secure environment
6. We acknowledge the uniqueness of each individual and their worth as a human being
7. We promote positive habits of self-respect, self-discipline and responsibility among all its members
8. We actively prohibit vulgar, offensive, sectarian or other aggressive behaviour by any of any members of the school community
9. We have a clear commitment to promoting equity in general and gender equity in particular, in all aspects of our functioning
10. We have the capacity to change in response to our pupils needs
11. We identify aspects of our curriculum through which positive and sustainable influences can be exerted towards forming pupils attitudes and values
12. We take particular care of 'at risk' pupils and use our systems to identify needs and facilitate early intervention where necessary – thus responding to the needs, fears and anxieties of individual members in a sensitive manner
13. Scoil Naomh Eoin Baiste recognises the need to work in partnership with and keep parents informed on procedures to improve relationships within the school community
14. We recognise the right of parents to share in the task of equipping pupils with a range of life skills
15. We recognise the role of other community agencies in preventing and dealing with bullying
16. We promote habits of mutual respect, courtesy and an awareness of the interdependence of people in groups and communities

17. We promote qualities of social responsibility, tolerance and understanding among our members
18. Staff members share a collegiate responsibility, under the direction of the Principal, to act in preventing bullying/aggressive behaviour to any member of the school community.
19. **Effective leadership**
20. The BOM has overall responsibility to ensure that this policy is effective, sustainable and measured. The BOM must ensure that accountability is of the highest standard and frequently appraise the outcomes of the strategies and measures contained within the policy
21. The In School Management team have a clear role to act in a leadership capacity within the school community, stimulating a whole school approach to preventing and tackling bullying – and modelling best practice
22. The Principal as key leader strongly influences attitudes and sets standards in relation to dealing with bullying.
23. Teachers must act as good role models and not misuse authority, but be fair, clear and consistent in their disciplinary measures
24. **A school-wide approach**
25. A whole community approach to the problem of bullying is required and Scoil Naomh Eoin Baiste community comprises of management, teachers, non-teaching staff, pupils, parents/guardians.
26. Beyond the school community, bullying behaviour may extend to outside of school. Where this negatively impacts on a school – parents and pupils have a responsibility to support the school in helping to address the issue. This applies particularly (but not exclusively) to cyber bullying.
27. The assistance of Gardaí, Tusla and Community Workers maybe required in some cases.
28. Collective vigilance is needed throughout the whole school/community sector to identify and deal with issues around bullying in a fair and equitable manner.
29. A copy of this policy will be made available for all members of school staff/teaching staff.

(d) A shared understanding of what bullying is and its impact

- Scoil Naomh Eoin Baiste endeavours to put in place appropriate systems to ensure that ALL relevant members of the school community (parents, pupils, staff and the wider community) have a shared understanding of what constitutes bullying behaviour as defined in this policy. (*Section 2 & 3 of Anti-Bullying Procedures for Primary and Post Primary Schools*).
- **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 transphobic bullying.
 - Effective supervision and monitoring of pupils

- **Effective supervision and monitoring of pupils**

Staff members have a distinct responsibility to ensure that supervision of pupils in class and in the yard is effective and consistent.

The Board of Management will strive to ensure that there is proper playground supervision and it is managed and conducted effectively and early intervention is the school policy where possible.

- **Supports for staff**
- Regular discussion and review of policy and procedures is essential to support staff on a continuous basis
- All staff must have a uniform interpretation of what is expected in relation to bullying behaviours, how to manage disclosures and how to deal effectively with incidents of bullying within the classroom context
- Staff must be aware that supporting one another is a key aspect of prevention and new/inexperienced members of staff must be given every opportunity to discuss concerns and model best practice
- CPD in relation to Anti-Bullying Strategies will be supported and encouraged for all members of 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.**

Additional information on the different types of bullying included in *Section 2 of the Anti-Bullying Procedures for Primary and Post Primary Schools*

- **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.

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*.

- The relevant teacher(s) for investigating and dealing with bullying is (are) as follows: (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

Every Teacher

Deputy Principal

Principal

- **The education and prevention strategies (including strategies specifically aimed at cyber- bullying and identity-based bullying including in particular, homophobic and transphobic bullying) that will be used by the school are as follows (see Section 6.5 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):**
- The bullying policy will be discussed with the pupils and a copy of the Code of Behaviour/Anti-bullying Policy will be given to each parent/guardian when they register their child/children and it will also be available to view on the school website.
- The pupils will be reminded of the policy at various times during the year.
- The school has a cyber usage policy and effective monitoring of the use of technology will take place.
- The full implementation of the SPHE, RSE and Stay Safe Programmes take place within the school.
- Continuous Professional Development of staff in delivering these programmes

- Children with Special Needs – the school will be cognisant of their needs when delivering the programme and we will develop skills and strategies to help them deal effectively with any issues that may arise.
- Encourage a culture of telling with particular emphasis on the importance of bystanders. It should be made clear to all pupils that when they report incidents of bullying they are not considered to be telling tales, rather, they are acting responsibly.
- If it is felt that a pupil/or pupils need extra counselling or support every effort will be made by the school to provide same by getting in touch with the appropriate bodies. We will also draw on the services of NEPS for advice when needed.
- In-school support will be provided where necessary and any pupil affected by bullying will be given opportunities to take part in activities to foster and enhance self-esteem, friendships and social skills and to develop their positive sense of self-worth.

This will be achieved through: -

- Beo go Deo/I nGrá Dé
- Misneach
- Positive school environment
- Fostering of respect/class contract
- Supervision – all school staff active in monitoring and supervising. There will be particular emphasis placed on watching out for signs of bullying.
- The Acceptable Use Policy in the school regarding social media will be clearly explained to the pupils
- The pupils will be encouraged to follow the school rules regarding usage of mobile phones and internet
- Mindfulness lessons to be held at school
- Circle Time
- Guest Speakers
- Stay Safe Programme
- **The school's procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies used by the school for dealing with cases of bullying behaviour are as follows (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*) :**

It is our principal aim when dealing with bullying behaviour, causes of concern or solving problems to restore good relationships between the parties involved, as much as possible, without apportioning blame. We will make every effort to ensure that everybody, including Parents/Guardians and Pupils understand the system from the beginning.

Reporting Bullying Behaviour

1. Any child, parent or guardian can come to the class teacher about a bullying incident
 - The teacher will make the appropriate investigation of the bullying incident and will deal with it.
 - All teaching staff and non-teaching staff e.g. secretary, SNA, cleaners should give an account of any bullying incident which they see or has been brought to their attention, to the appropriate teacher.
 - It will be explained at the outset to the pupil who is alleging bullying that the information will be passed on to the parents of the pupil who is being accused of bullying. The school's anti-bullying procedures will be followed to the letter.
 - The school cannot and will not investigate any incidents that happen outside of school

Investigation and Implementation

- The relevant teacher will make a determination based on his/her professional judgement on whether bullying has taken place or not. She/He will make a determination on how best to resolve the situation.
- It would be expected the Parents/Guardians will cooperate fully with the investigation and help the school come to a satisfactory resolution. As far as is practicable we will hope to restore relationships between the parties as quickly as possible.
- The teacher should display a calm and even handed approach as they try to solve the problem.
- The investigation should take place outside the classroom if possible to ensure that everybody who is involved has privacy.
- When the relevant teacher is analysing the bullying incident they should seek answers to questions – what, where, when, who and why.
- If a group is involved each member should be interviewed individually at first and thereafter as a group. At this meeting each member should be asked for their account of what happened to ensure everybody is clear about each other's statements.
- In the case where it is determined by the relevant teacher that in his/her professional opinion bullying has occurred, the Parents/Guardians of the

parties involved should be contacted at an early stage to inform them of the matter and to explain the actions being taken with reference to the School's Anti-Bullying Policy. The school should

give the parents an opportunity of discussing ways in which they can re-inforce and support the actions being taken by the school and supports provided to the pupils.

- Where the relevant teacher has determined, based on his/her Professional Opinion, that the pupil has engaged in bullying behaviour, it should be made clear to them that they have broken the School's Code of Behaviour and/or Anti-Bullying Policy. Every effort should be made to make sure that the child who bullied understands the side of the pupil who was bullied.
- In the case where there is a need to enforce disciplinary measures it should be explained clearly to every child and Parent/Guardian that this is a private matter between the child who has the measures taken against them, their Parents/Guardians and the school.

- **Recording of Bullying Behaviour**

Recording Bullying:

The record will be kept according to Data Protection Rules. It is vitally important that cases of bullying are recorded in an objective and factual manner.

These are the procedures in place in the school for recording incidences of bullying.

Informal: -

- All staff members must keep a written record of any incident they saw or which was reported to them.
- The relevant teacher must investigate and deal with the report. The relevant teacher will use their professional judgement regarding the report, the written report relevant to the incident, the steps taken and any discussions with those involved regarding same.
- If the teacher decides that bullying did in fact take place, that teacher will keep a written report on same.
- The relevant teacher must keep the Principal informed at all times of the incident and the investigation.

Formal: -

The relevant teacher will record the bullying incident using the bullying template attached in these cases: -

- Where he/ she feels the incident has not been satisfactorily dealt with within 20 school days after making certain that the actual bullying incident has in fact taken place.

- Every incident of bullying behaviour that is confirmed must be recorded and a report given immediately to the Principal or the Vice Principal.
- The relevant teacher must keep a copy of the recording template and must furnish a copy to the Principal or the Vice Principal, as appropriate.
- The teacher will keep a record in a safe place in the classroom. Every reporting template that is given to the Principal will be kept in his/her filing cabinet.
- **The following is a Support Programme for Pupils who have been bullied (See Section 6.8 of the Anti-Bullying Procedures for Primary and Post Primary Schools)**

There will be a support programme in place for children that have been bullied. There will be opportunities for them to take part in activities to increase their self-confidence, their friendship and social skills and their assertiveness when it is deemed necessary.

There will also be a support programme in place for the children who were engaged in bullying behaviour, as part of the school intervention strategy, using many of the similar activities.

The school will get in touch with various organisations e.g. NEPS, if children need counselling.

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.

Every child has to understand that everybody has a responsibility if bullying occurs and that a report must be given to the teacher about every bullying incident.

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 _____
1. 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.

1. 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: _____

Signed:

(Chairperson of Board of Management)
(Principal)

Date: _____

Date: _____

Date of next review: _____

**Patron's
Approval**

This policy has been approved by St. Senan's Education Office, acting on behalf of the Patron
Bishop Raymond Browne