

Polasaí Frithbhulaíochta Anti-Bullying Policy Eanáir 2019

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 Gaelscoil Chluain Meala 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 transphobic bullying, racist bullying, bullying based on a person's membership of the Traveller community and bullying of those with disabilities or special educational needs.
- 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.

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.

4. Each Class Teacher is responsible for investigating and dealing with bullying using resources from handbook 2 www.anti-bullyingcampaign.ie Sean Fallon. (As per Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

5. The education and prevention strategies (including strategies specifically aimed at cyber- bullying and identity-based bullying including homophobic and transphobic bullying, racist bullying, bullying based on a person's membership of

the Traveller community and bullying of those with disabilities or special educational needs) that will be used by the school are as follows

- Procedures and resources as specified in Anti-bullying campaign resources (Handbooks One & Two) Sean Fallon. www.antobullyingcampaign.ie

(as per Section 6.5 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

6. 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

- Procedures and resources as specified in Anti-bullying campaign resources (Handbook Two) Sean Fallon. www.antibullyingcampaign.ie: (as per Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*)

7. The school's programme of support for working with pupils affected by bullying include the following:

- Anti-bullying campaign resources Sean Fallon handbook 1/2. www.antibullyingcampaign.ie
- Circle Time – Jenny Mosley
- Stay Safe Programme
- RSE Programme
- Incredible Years
- Zippy's Friends
- Roots of Empathy
- Activities on promoting mental wellbeing, cooperative and group activities
- Webwise
- An outside speaker organised by the Parents' Council every second year for Third, Fourth, Fifth and Sixth Class on Cybersafety.
- Social Skills group
- Lessons on other cultures

(as per Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*) :I Intervention from NEPS or counselling service may be considered if deemed necessary.

8. 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.

9. 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.

10. This policy was adopted by the Board of Management on November 27th 2013 and reviewed annually with the latest review on January 16th 2019.

11. This policy has been made available to school personnel, published on the school website, is readily accessible to parents and pupils on request and provided to the Parents' Association. A copy of this policy will be made available to the Department and the patron if requested.

12. 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 and provided to the Parents' Association.

A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed: _____
Seán Ó Ciardha
(Chairperson of Board of Management)

Signed: _____
Karen Mhic Gearailt
(Principal)

Date: 16/01/2019

Date: 16/01/2019

Date of next review: Eanáir 2020

Polasaí Frithbhulaíochta Anti-Bullying Policy Eanáir 2019

1. I gcomhréir le riachtanais an Acht Oideachais (Leas) 2000 agus na dtreoirlínte faoi chód iompair a d'eisigh an Bord Náisiúnta um Leas Oideachais tá an beartas frithbhulaíochta seo a leanas glactha ag Bord Bainistíochta Ghaelscoil Chluain Meala mar chuid de chód iompair iomlán na scoile. Géilleann an beartas go huile agus go hiomlán do riachtanais Ghnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile a foilsíodh i Meán Fómhair 2013.

2. 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 á chosc agus á chomhrac.

- Cultúr dearfach a bheith i réim sa scoil
 - ina nglactar go fonnmhar le difríocht agus le héagsúlacht agus ina léirítear meas ar chuimsitheacht
 - ina spreagtar daltaí chun iompar bulaíochta a nochtadh agus a phlé i dtimpeallacht neamhbhagrach; agus
 - ina gcuirtear caidreamh bunaithe ar mheas chun cinn ar fud phobal na scoile
- Ceannaireacht éifeachtach
- Cur chuige scoile uile
- Tuiscint i bpáirt faoin rud is bulaíocht ann agus faoin tionchar is féidir a bheith aige
- Feidhmiú straitéisí oideachais agus coiscthe (lena n-áirítear bearta chun feasacht a mhúscailt)
 - a chothaíonn ionbhá, meas agus athléimneacht sna daltaí; agus
 - -ina dtéitear i ngleic go sainráite le cibearbhulaíocht agus le bulaíocht bunaithe ar aitheantas, lena n-áirítear bulaíocht homafóbach agus trasfóbach, 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.
- Maoirseacht agus monatóireacht éifeachtach ar dhaltaí
- Tacaíochtaí don fhoireann
- Teagmhais bhulaíochta a thairgeadh agus a imscrúdú ar shlí chomhsheasmhach agus obair leantach a dhéanamh ina dtaobh (lena n-áirítear straitéisí aitheanta idirghabhála a úsáid); agus
- Meastóireacht leanúnach ar a éifeachtaí atá an beartas frithbhulaíochta.

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

An rud a thugtear 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 bhallaíocht 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.

4. Is é/í an múinteoir ranga/na múinteoirí ábhartha a dhéanfaidh bulaíocht a imscrúdú agus a dhéileálfaidh léi ag baint úsáide as na hachmhainní ón lámhleabhar 2 www.antibullyingcampaign.ie le Seán Fallon. (Féach Roinn 6.8 de na Gnásanna Frithbhulaíochta Bunscoile agus Iarbhunscoile)

5. Seo a leanas na straitéisí oideachais agus coiscthe (lena n-áirítear straitéisí a bheidh dírithe go sonrach ar an gcibearbhulaíocht agus ar bhulaíocht bunaithe ar aitheantas, go háirithe bulaíocht homafóbach agus trasfóbach bulaíocht chiníoch, bulaíocht bunaithe ar bhallaíocht den Lucht Siúil agus bulaíocht ar dhuine faoi mhíchumas nó ar dhuine a bhfuil riachtanais speisialta oideachais aici/aige) a bheidh in úsáid sa scoil ná na cinn atá luaite sa chlár Frithbhulaíochta (Lámhleabhar 1 agus 2) le Sean Fallon

www.antibullyingcampaign.ie

(Féach Roinn 6.5 de na Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile):

6. Seo a leanas straitéisí na scoile chun iompar bulaíochta a imscrúdú, chun obair leantach a dhéanamh ina dtaobh agus chun iompar bulaíochta a thaifeadadh mar aon leis na straitéisí idirghabhála bunaithe a úsáidfídh an scoil chun déileáil le cásanna d'iompar bulaíochta ná na cinn atá luaite sa chlár Frithbhulaíochta

(Lámhleabhar 1 agus 2) le Sean Fallon www.antibullyingcampaign.ie

(Féach Roinn 6.8 de na Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile)

7. 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):

- An Clár Frithbhulaíochta (Lámhleabhar 1 agus 2) le Sean Fallon www.antibullyingcampaign.ie
- Am Ciorcail le Jenny Mosley
- An Clár Bí Sábháilte
- An Clár OCG
- Incredible Years
- Zippy's Friends
- Roots of Empathy
- Friends For Life
- Gníomhaíochtaí don mheabhairshláinte, gníomhaíochtaí co-oibritheach, fóirne
- Webwise
- Cainteoir ón taobh amuigh gach dara bhliain eagraithe ag Coiste na dTuismitheoirí do Rang 3,4,5,6 ar bheith sábháilte ar líne
- Grúpaí ag déanamh forbairt ar scileanna sóisialta
- Ceachtanna ar chutúir eile a mhúineadh

8. Maoirseacht agus Monatóireacht Éifeachtach ar Dhaltáí

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

9. An Chiapadh 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.

10. Ghlac an Bord Bainistíochta an beartas seo an _____ [dáta].

11. Tá an beartas seo ar fáil do phearsanra na scoile, foilsíodh é ar shuíomh Gréasáin na scoile (tá sé ar fáil do thuismitheoirí agus do dhaltáí ar iarratas) agus do Choiste na dTuismitheoirí.

12. 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, foilseofar é ar shuíomh Gréasáin na scoile (nó mura bhfuil suíomh ag an scoil, cuirfear é ar fáil ar shlí eile do thuismitheoirí agus do dhaltáí ar iarratas) agus do Choiste na dTuismitheoirí. Cuirfear taifead den athbhreithniú agus a thoradh a chur ar fáil don phátrún agus don Roinn, leis, má iarrtar é.

Sínithe: _____	Síniú: _____
Seán Ó Ciardha	Karen Mhic Gearailt
(Cathaoirleach an Bhoird Bhainistíochta)	(Príomhoide)
Dáta: _____	Dáta: _____

Dáta an chéad athbhreithnithe eile: Eanáir 2020