



Scoil Náisiúnta Phádraig Naofa Louisburgh NS Anti Bullying Policy

Introduction

All pupils have the right to learn in a supportive, caring and safe environment. Schools often have pupils with the potential for bullying behaviour. This behaviour is antisocial and we aim to deal with it firmly and fairly.

Aims

- The purpose of this policy is to raise awareness of bullying as a form of unacceptable behaviour with school management, teaching and non-teaching staff, pupils and parents/guardians.
- To create a school ethos which encourages children to disclose and discuss incidents of bullying behaviour in a safe atmosphere.
- To develop measures to prevent and deal with bullying behaviour.

Ethos

We foster and promote a Catholic ethos in our school, but we welcome children of all denominations and none.

We are committed to the development of the total person, with each child achieving his/her full potential, academically, socially, emotionally, culturally and physically.

We value and promote the identity, history, culture, folklore, traditions and customs of our community.

We strive to foster an atmosphere conducive to learning and growth and to make our school a happy and fun place to be.

Bullying behaviour is contrary to the ethos of our school as it undermines and dilutes the quality of education and has an adverse affect on its victims

Definition

Bullying is repeated aggression, verbal, psychological or physical, conducted by an individual or group against others.

Bullying can take many forms, but its aim is always to make a person feel upset, intimidated or afraid.

The most common forms of bullying are:



Physical; punching, kicking, hitting, spitting, biting, scraping, etc

Verbal; name calling, insulting, humiliating, etc

Emotional; threatening, spreading rumours, excluding, provocative or intimidating gestures, etc

Damage to property or theft.

Isolated incidents of aggressive behaviour, which will not be condoned, cannot be described as bullying. However when the behaviour is systematic and ongoing, it is bullying.

Content

Pupils – What to do if you are being bullied.

- Remember it is not your fault. The bully has the problem not you.
- Tell an adult ; if you are being bullied or if you know that someone else is being bullied, tell the teacher, another member of staff, your parents.
- Try not to use violence. Fighting back may make things worse.
- Practice assertiveness; stand tall, look the bully in the eye, speak calmly and firmly, walk confidently away.
- Try not to show that you are angry or upset; reacting to the bully is only giving them what they want.
- Keep a diary; record who, where, when and how – as this will make it easier for you when you tell your story.
- Try to make new friends – if the ones you have at the moment seem to enjoy trying to make you feel bad they are not really friends.

Parents –

Suspicious that your child is being bullied may arise from continuous fear and anxiety in your child when going to school, school performance steadily getting worse, being generally nervous, tense and unhappy, not explaining suspicious incidents, signs of regular interference with personal property, etc. Although these can indicate problems other than bullying it is important that significant changes in your child's behaviour are not ignored.

- Discuss bullying openly and regularly with your children.
- Listen carefully. Show that you are concerned and sympathetic
- Let your children know that you will support them. Tell them that it is not their fault.
- Get all the details – what , who, when, where, how often, etc. Write all details down.



- Devise ways to help build your child's confidence.
- Inform the school of your suspicions. A bully can employ very subtle means to intimidate. The teacher may not always be aware that your child is being bullied.

School

Steps to prevent bullying;

- Bullying is discussed regularly at staff level to ensure that teachers are kept up to date on procedures for dealing with unacceptable behaviour.
- Lessons on self esteem and respect as well as the issue of bullying are given as part of the S.P.H.E./ Walk Tall/ Friends Programmes.
- Unacceptable and antisocial behaviour is addressed in all religion programmes.
- Children are supervised in the yard at lunch and break times. No form of antisocial behaviour is acceptable.
- Children are made aware of the code of discipline.
- Friendship Week takes place every year in the month of November.
- SPHE programmes on resilience are covered in SET with children who may be vulnerable .

Action taken if bullying is suspected or reported.

- A culture of safe reporting is fostered in the school.
- All reports of bullying are investigated and dealt with by teachers in a way that pupils will gain confidence in telling. Teachers will keep a written record of their discussion with those involved.
- Non-teaching staff such as secretaries, caretakers, SNA's are asked to report any incidents of bullying behaviour witnessed by them, to the appropriate teacher.
- Teachers will talk to pupils involved in an attempt to get both sides of the story. Pupils who are not involved may also provide useful information.
- Serious cases of bullying behaviour are immediately reported to the principal.
- Teacher will keep a written record of the reported or suspected incidents.
- If it has been concluded that a pupil has been engaged in bullying another child it will be made clear to him/her that he/she is in



breach of the code of discipline and that appropriate sanctions will be applied.

- The parents of both victims and bullies may be informed and given the opportunity of discussing the matter. Both sets of parents will be supported in helping their child.
- Pupils involved in bullying need assistance on an ongoing basis. This assistance will be given at class level in S.P.H.E. lessons. The teacher will closely monitor the behaviour of the individual.
- Pupils who are being bullied, will be supported and helped to develop their self esteem. S.P.H.E. lessons designed to target this area will be revisited.
- For cases of adult bullying the procedures as outlined in the INTO/ Management Bodies publication, “ Working Together”, will be followed

Review

This policy will be reviewed regularly and updated where necessary.

Reviewed 2006

Reviewed 2008

Reviewed and Updated 2012

Reviewed and Updated 2016

Reviewed and Updated 2020