

## Polasaí Frithbhulaíochta Ghaelscoil Lios na nÓg

---

### Réamhrá

Creideann pobal Ghaelscoil Lios na nÓg go bhfuil sé de cheart ag gach páiste oideachas iomlán a fháil sa scoil, in atmaisféar cairdiúil, saor ó bhagairt agus imní.

Déanann bulaíocht an-damáiste ar chaighdeán an oideachais, agus déanann sí dochar sicheolaíochta do pháistí. Mar sin, pléitear le bulaíocht go láidir agus go dearfach, trí mhodhanna agus straitéisí scoilbhunaithe, ina mbeidh gach ball foirne cumasach. Pléitear go dáiríre, agus déileáilítear le gach tuairisc bhulaíochta, ag tabhairt airde ar leas an dalta ar a bhfuil an bhulaíocht dírithe, agus ar an údar.

Má tharlaíonn aon eachtra bhulaíochta, is é an tosaíocht láithreach ná deireadh a chur léi (agus an duine/na daoine ar atá an bhulaíocht dírithe a chosaint), na ceistanna a réiteach agus na caidreamh a athbhunú, más féidir, le cur chuige 'Leasúcháin' seachas 'Milleáin'.

Ní mór do gach dalta a bheith páirteach i gcomhshaol sábháilte a chruthú agus a chothú sa scoil. Má tá siad feasach ar aon eachtra bhulaíochta, taobh amuigh nó taobh istigh den scoil, i measc pobal na scoile, ba chóir dóibh duine fásta iontaofa, freagrach a chur ar an eolas. Tá iompar bulaíochta ró-dháiríre gan é a thuirisciú.

Spreagtar rannpháirtíocht na ndaltaí i saol na scoile, go ginearálta, trí structúir na scoile atá ann cheana féin. Tá feasacht ar an mbulaíocht agus toilteanas chun é a chosc nó a stopadh mar chuid den rannpháirtíocht seo.

### 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 Ghaelscoil Lios na nÓg 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 is 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-chleachtas seo a leanas agus iompar bulaíochta á chosc agus á chomhrac.

#### 2.1 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 caidrimh bunaithe ar mheas chun cinn ar fud pobal na scoile

2.2 Ceannaireacht éifeachtach

2.3 Cur chuige scoile uile

2.4 Tuiscint i bpáirt faoin rud is bulaíocht ann agus faoin tionchar is féidir a bheith aige

2.5 Feidhmiú straitéisí oideachais agus coiscthe (lena n-áirítear bearta chun feasacht a mhúscailt)

2.6 Maoirseacht agus monatóireacht éifeachtach ar dhaltaí

2.7 Tacaíochtaí don bhfoireann

2.8 Teagmhais bhulaíochta a thaifeadadh agus a imscrúdú ar shlí chomhsheasmhach agus obair leantach a dhéanamh ina dtaobh (lena n-áirítear straitéisí aitheanta idirghabhála a úsáid) agus

2.9 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 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
- 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 idirlín 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*.

4. Toisc gur bunscoil í Gaelscoil Lios na nÓg, is é /í an múinteoir ranga a dhéanfaidh bulaíocht a imscrúdú agus a dhéileálfaidh léi i dtús báire (féach Roinn 6.8.3 de na *Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile*):
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) a bheidh in úsáid sa scoil (Féach Roinn 6.5 de na *Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile*):
  - 5.1 Cuireann an scoil atmaisféar cairdis, measa agus caoin fhulaingthe chun cinn trí chlár gnímh dhearfaigh.
  - 5.2 Baintear úsáid as an gcuraclam OSPS, lena n-áirítear na cláir 'Misneach' agus 'Bí Slán', ar fud na scoile d'fhonn tacú leis an bpolasaí frith-bhulaíochta.
  - 5.3 Gach téarma beidh laethanta gníomhaíochtaí againn í gcoinne bulaíochta sa scoil. Mar chuid de na gníomhaíochtaí beidh ceachtanna ranga/am ciorcalach/ealaín/filíocht/drámaíocht agus plé chun scileanna an chairdis a atreisiú. Seoltar eolas chuig na tuismitheoirí freisin agus moltar dóibh téama na bulaíochta a phlé lena bpáistí sa bhaile chun ath-dhaingniú a dhéanamh ar obair na scoile.
  - 5.4 Cothaítear féinmheas i measc na ndaltaí trí dhifríochtaí/ghnóthachtálacha indibhidiúla a cheiliúradh, trí aitheantas agus luaíocht a thabhairt do dhea-iompar agus trí dheiseanna a thabhairt i gcomhair ratha.
  - 5.5 Cabhraítear le daltaí comhbhá a fhorbairt trí mhothúcháin a phlé agus trí iarracht a dhéanamh iad féin a chur in ionad daoine eile.
  - 5.6 Pléitear polasaí frithbhulaíochta na scoile go rialta leis na daltaí.
  - 5.7 Bíonn baill foirne airdeallach ach go háirithe ó thaobh monatóireacht a dhéanamh ar dhaltaí a mheastar a bheith i gcontúirt bhulaíochta.
  - 5.8 Tá baill an Bhoird Bhainistíochta ar an eolas faoi pholasaí na scoile ar bhulaíocht agus cuireann siad é chun cinn go gníomhach agus go leanúnach i measc bhaill foirne, tuismitheoirí agus dhaltaí.
  - 5.9 Cuireann tuismitheoirí le polasaí na scoile ar bhulaíocht agus tacaíonn siad leis trí spreagadh a thabhairt d'iompar dearfach sa bhaile agus ag an scoil, trí bheith ar an airdeall do chomharthaí agus do shiomtóim go bhfuil bulaíocht á déanamh ar a bpáiste nó go bhfuil sé nó sí ag déanamh bulaíochta ar dhaoine eile, tríd a gcuid inní a chur in iúl don scoil.

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 úsáidfí an scoil chun déileáil le cásanna d'iompar bulaíochta (Féach Roinn 6.8 de na *Gnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile*):

- 6.1 Iarrtar ar gach ball foirne aon eachtra bhulaíochta a fheiceann siad, nó a luaitear leo, a thuairisciú don Phríomhoide/Leas-Phríomhoide.
- 6.2 Déanann an múinteoir ranga imscrúdú ar gach eachtra bhulaíochta agus téann sí/sé i ngleic léi. Bíonn na nósanna imeachta ráite go soiléir, mar chuid de chód iompair na scoile, ionas go mbeidh múinteoirí, daltaí agus tuismitheoirí ar an eolas fúthu.

Nuair a chuireann páiste nó tuismitheoir ar an eolas sinn faoi aon eachtra bhulaíochta leanfaidh Gaelscoil Lios na nÓg na céimeana páiste-lárnach a leanas:

- a) Labharfar le gach duine páirteach
- b) Coiméadfar taifead i bhfocail an pháiste féin
- c) Déanfar breis mhaoirseachta ar an gclós agus amanna sosa
- d) Déanfar cleachtaí ranga chun an suíomh ranga a mheas
- e) Déanfar teagmháil le tuismitheoirí – sonraí tugtha faoi ndeara agus gníomh tógtha

- 6.3 Labhróidh an múinteoir leis na páistí cuí go haonarach má tá sé cruthaithe go bhfuil iompar bulaíochta rialta ar siúl. Tá sé de cheart ag an múinteoir cuí (más gá) cuntas scríofa a lorg ar aon pháiste mar chuid den phróiseas fiosrúcháin
- 6.4 Míneofar go soiléir do pháistí nuair a thuairiscíonn siad eachtraí nach bhfuil siad ag insint finnscealta ach go bhfuil iompar stuama agus aibí ar siúl acu. Tógfar san áireamh tabhairt faoi ndeara na bpáistí atá sa chiorcal cairde nó sa rang.
- 6.5 Coinníonn múinteoirí atá ag déanamh imscrúdaithe ar eachtraí bhulaíochta taifead fórasach scríofa ar a gcomhráití leo siúd a mbaineann sé leo (sa leabhar taifead ranga)
- 6.6 I gcás go bhfuil bulaíocht á déanamh ag páiste/páistí, déanfar iarracht an scéal a iniúchadh chomh discréideach agus is féidir agus cuirfear tuismitheoirí ar an eolas. Iarrtar ar na páistí a bhí ag tromaíocht 'gealltanás' a shíniú go mbeidh meas acu ar a chéile agus go gcaithfidh sé/sí go cothrom le gach páiste agus na páistí a rinne siad an tromaíocht orthu. Is fearr go mbeadh múinteoirí tuisceanach, socair, neamhphearsanta agus neamhchorraithe ag déileáil le páistí ar an dá thaobh.
- 6.7 Má bhriseann an páiste 'gealltanás' agus má leanann siad leis an tromaíocht, cuirfidh an múinteoir scéal abhaile chuig tuismitheoirí arís ar an dá thaobh, ionas gur féidir leo cabhrú lena bpáistí leis an bhfadhb sula n-éiríonn cúrsaí níos measa. Iarrfar ar na tuismitheoirí an gheallúint a shíniú freisin.
- 6.8 Cuirfear an Príomhoide/Leas-Phríomhoide ar an eolas i gcásanna dáiríre.
- 6.9 Tar éis 21 lá scoile, muna bhfuil an múinteoir ranga sásta le dul chun cinn agus feabhas ar an eachtra, caithfear an teimpléad in aguisín a 3 a líonadh isteach agus cóip a thabhairt don Phríomhoide.

Má theipeann ar an dara geallúint, cuirfear smachtbhannaí mar seo a leanas i bhfeidhm;

- Tabharfaidh an Príomhoide cuireadh do na tuismitheoirí teacht go dtí cruinniú ina mbeidh an múinteoir ranga agus an Príomhoide i láthair.
- Má theipeann ar an bpróiseas thuas, pléifear an scéal ag léibhéal an Bhoird.

**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*):

- Is breá leis an mbulaí má fhanann tú ciúin!
- Abair leat féin nach bhfuil an bulaíocht seo tuillte agat agus go bhfuil sé mícheart.
- Bí bródúil asat féin. Tá sé go maith a bheith mar indibhidiúlaí.
- Déan iarracht gan a thaispeáint go bhfuil tú trína chéile mar is breá le bulaí faitíos a fheiceáil i bpáiste eile.
- Fan le grúpa cairde. Beidh tú slán sábhailte i ngrúpa mór páistí.
- Bí misniúil - béic “Ní hea” agus siúl leat féin go féin-mhuiníneach. Téigh díreach chuig an múinteoir nó ball foirne eile.
- Go ginearálta, is fearr an scéal a insint do dhuine a bhfuil muinín agat as láithreach. Tá sé tábhachtach a thuiscint nach ionann é seo agus a bheith mar ‘scéitheoir’. Ní féidir leis na múinteoirí cabhrú leat muna bhfuil a fhios acu cad atá cearr. Éisteoidh na múinteoirí leat agus tabharfaidh siad faoin bhfadhb seo go dáiríre. Cuirfidh siad deireadh leis an mbulaíocht agus braithfidh tusa níos fearr ar fad faoi.
- Inis do do thuismitheoirí é.
- Coinnigh tuairisc ar gach rud agus inis faoi.

### **Clár tacaíochta don té ata thíos leis**

D’fhéadfadh sé/sí éirí míshochair iontu féin, bheith an-trína chéile, rud a chuirfeadh isteach ar fhéinmhuinín an pháiste is a éascódh an bhulaíocht. Caithfear a bheith san airdeall ar pháistí a fheictear mar ‘difriúil’, ach is féidir le páiste ar bith bheith thíos leis an mbulaíocht.

An páiste taobh thiar den bhulaíocht: foghlaimíonn an páiste an t-iompar de ghnáth agus ní bhíonn mórán féinmhuinín acu féin. Is ag lorg airde orthu féin a bhíonn na páistí seo go hiondúil agus is annamh a thuigeann siad torthaí a ngníomhachtaí. Is féidir le páiste ar bith bulaíocht a dhéanamh.

Más féidir agus más gá, beidh comhairle nó cabhair ar fáil don duine atá thíos leis, chun féinmhuinín a chothú nó chun scileanna sóisialta a fhorbairt. Beidh cabhair leanúnach ag teastáil ón duine atá taobh thiar den bhulaíocht, agus comhairle chun cabhrú leo dul ar aghaidh sa saol gan a bheith ag teacht salach ar chearta daltaí eile.

## 7. Maoirseacht agus Monatóireacht Éifeachtach ar Dhaltaí

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

- a) Maoirseacht a dhéanamh ar gach cuid den chlós súgartha ag amanna sosa
- b) Monatóireacht a dhéanamh ar dhorchlaí, ar seomraí clóca agus ar leithris.

Cuirfear an polasaí seo i bhfeidhm i gcómhthéacs ár éitis scoile, an Curaclam O.S.P.S., ár bpolasaithe OCG., Caomhnú Leanaí, Úsáid Substaintí, I nGrá Dé, An Cód Iompair, Acht Oideachais, Polasaí Sábháilteachta agus Sláinte, bainistíocht ranga, eagrú scoile srl. Coimeádfear gach taifead a bhaineann leis an tromaíocht i dtaisce ar scoil agus faoi rún ach amháin do na páirtithe lena mbaineann.

## 8. 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 teaghligh, treoshuíomh gnéasach, reiligiún, aois, míchumas, cine nó ballraíocht den Lucht Siúil.

9. Ghlac an Bord Bainistíochta an beartas seo ar an gCéadaoin an 2ú Aibreán 2014

10. Tá an beartas seo ar fáil do phearsanra na scoile, foilsíodh é ar shuíomh idirlín na scoile (tá sé ar fáil do thuismitheoirí agus do dhaltaí ar iarratas) agus do Choiste na dTuismitheoirí. Cuirfear cóip den bheartas seo ar fáil don Roinn agus do phátrún na scoile má iarrtar é.

11. 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 idirlín na scoile (cuirfear é ar fáil do thuismitheoirí agus do dhaltaí 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.



Róisín Ní Ghuidhir

Róisín Ní Ghuidhir  
Cathaoirleach an Bhoird Bhainistíochta

Dáta 30/11/2020

Cormac Chambers

Cormac Chambers  
Príomhoide

Dáta 30/11/2020

# Anti-Bullying Policy

---

## Introduction

The community of Gaelscoil Lios na nÓg believes that each pupil has a right to an education in a friendly environment, free from fear and intimidation.

Bullying severely damages the standard of education and the psychology of the child. Therefore bullying is dealt with in a strong and positive manner, through the use of methods and strategies based in the school, which all staff members use. Every report of bullying is treated seriously and dealt with, having due regard for the wellbeing of the targeted pupil(s), and the pupil who is displaying bullying behaviour.

The immediate priority, should a bullying incident occur, is ending the bullying, (thereby protecting the person(s) being targeted and resolving the issues and restoring the relationships involved insofar as is practicable using a 'Reform, not Blame' approach.

All pupils are expected to contribute to the creation and maintenance of a safe environment in the school. On becoming aware of any bullying situation, in or outside the school, involving members of the school community they should notify a trusted responsible adult. Bullying behaviour is too serious not to report.

Pupils' participation in school life in general is encouraged through existing school structures. Awareness of bullying, and willingness to take action to prevent or stop it, is part of this participation.

## Anti-Bullying Policy

1. In accordance with the requirements of the *Education (Welfare) Act 2000* and the code of behavior guidelines issued by the National Education Welfare Board (NEWB), the Board of Management of Gaelscoil Lios na nÓg has adopted the following anti-bullying policy within the framework of the school's overall code of behavior. 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:
  - 2.1 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
    - promotes respectful relationships across the school community
  - 2.2 Effective leadership
  - 2.3 A school-wide approach
  - 2.4 A shared understanding of what bullying is and its impact



- 2.5 Implementation of education and prevention strategies including awareness- raising measures
- 2.6 Effective supervision and monitoring of pupils
- 2.7 Supports for staff
- 2.8 Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies)
- 2.9 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 behaviour are included in the definition of bullying:

- deliberate exclusion, malicious gossip and other forms of relational bullying
- cyber-bullying
- 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

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.

Isolated or once-off incidents of intentional negative behavior, 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 (depending on the severity), in accordance with the school's code of 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*.

4. As Gaeilscoil Lios na nÓg is a primary school, the teacher investigating and dealing with child to child bullying will be the class teacher. (See Section 6.8.3 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, and especially homophobic or transgender bullying) used by the school are as follows (See Section 6.5 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):
  - 5.1 The school creates a friendly, respectful and tolerant environment through an active positive approach.

- 5.2 The SPHE curriculum, including the 'Misneach' and 'Bí Slán' programmes, is used throughout the school to support the anti-bullying policy.
  - 5.3 Every school term there will be especially designed active days for anti-bullying. As part of the activities there will be lessons/circle-time/art/poetry/drama and discussion to reinforce friendship skills. The parents will be made aware of this work and will be encouraged to discuss the nature of bullying with their children at home, to reinforce the work that is being done in the school.
  - 5.4 Positive self-esteem is fostered among the pupils by celebrating individual differences/achievements, by acknowledging and rewarding good behaviour and by providing opportunities for success.
  - 5.5 Pupils are helped to develop empathy by discussing feelings and by trying to put themselves in the place of others.
  - 5.6 The school's anti-bullying policy is discussed regularly with the pupils.
  - 5.7 Staff is particularly vigilant in monitoring pupils who are considered at risk of bullying/being bullied.
  - 5.8 Members of the BOM are familiar with the school's policy on bullying and actively promote it on a repeated basis among staff, parents and pupils.
  - 5.9 Parents contribute to and support the school's policy on bullying by encouraging positive behaviour, both at home and at school, by being vigilant for signs and symptoms that their child is being bullied or is bullying others, and by communicating concerns to the school.
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 (see Section 6.8 of *the Anti-Bullying Procedures for Primary and Post-Primary*), are as follows:
- 6.1 All staff must report any incidents of bullying behaviour witnessed by them, or mentioned to them, to the Principal/Vice-Principal.

6.2

When a child or parent makes a complaint Gael scoil Lios na nÓg will follow these child-centered steps:

- a) Talk to all involved
- b) Keep record/log in the child's own words
- c) Increase observation in yard
- d) Carry out classroom based exercises to assess issues within class
- e) Refer back to parents – Observations made and actions taken.



All reports of bullying will be noted, investigated and dealt with by class teachers. All procedures will be stated and be clear as part of the school's Code of Behaviour, so that the teachers, pupils and parents are aware of them.

- 6.3 Where the teacher has determined that a pupil has been engaged in bullying behaviour, the teacher will speak to the child alone. It is the right of the teacher (if deemed necessary) to ask a child for a written account as part of the investigating process.
- 6.4 It will be clearly explained to the children, on reporting such events, that they are not telling tales but in fact are being intelligent and mature. Other children who are in the class or circle of friends, will be asked for their observation.
- 6.5 An investigating teacher will record the conversation with regard to the bullying incidents in the class record book.
- 6.6 In the event that any child/children have been involved in bullying behaviour every effort will be made to resolve the matter discreetly and parents will be informed. The child/children will be asked to sign a binding promise that they will treat all pupils fairly, equally and respectfully, including the targeted pupil(s). The teacher will remain understanding, calm, impersonal and unemotional when dealing with the child/children on both sides.
- 6.7 If the pupil breaks the 'promise' and continues the bullying behaviour, the teacher will inform the parents on both sides **again** so that the child will be helped, before the matters deteriorate. The parents will be requested to countersign their child's promise.
- 6.8 The Vice-Principal/Principal will be informed in serious cases.
- 6.9 After twenty one days, if the teacher is not satisfied with the progress, and if the situation has not improved, the template in Appendix 3 will be filled in and a copy sent to the principal.

If the second promise fails to keep, sanctions will be enforced.

- The principal will invite the parents to a meeting where the principal and the teacher will be present.
- If this process fails, the matter will be discussed with the Bord of Management.

Below is a list of the school support programme for the pupils that are bullied (See Section 6.8 of *the Anti-Bullying Procedures for Primary and Post-Primary*)

- Bullies want you to stay silent!
- Tell yourself that you do not deserve to be bullied, and that it is wrong
- Be proud of who you are. It is good to be individual
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear. Stay with a group of friends/people. There is safety in numbers
- Be assertive – shout 'No!' Walk away confidently. Go straight to a teacher or member of staff.
- Generally it is best to tell an adult you trust straight away. It is important to understand that this is not the same as 'tale-telling'. The teacher cannot help

you unless they know what is wrong. The teachers will take you seriously and will deal with bullies in a way that will end the bullying and will not make things worse for you.

- Tell your parents
- Keep an account and tell everything.

### **Support programme for the pupil affected by bullying behaviour**

He/she could become unsettled in themselves, be very distressed, something that could affect their self-esteem and escalate the bullying behaviour. The school needs to be vigilant of children that could be seen as 'different', but any child can be affected by bullying behaviour.

The child that is engaging in bullying behaviour: usually this is learned behaviour and they may lack in self-esteem. Usually the child is seeking attention and they rarely understand the consequences of this behaviour. Any child can engage in bullying behaviour.

If required, and if possible, counseling will be available to help the child that is engaging in bullying behaviour, to help develop their self-esteem or to develop their social skills. Continuous support will be needed for the child who is engaging in bullying behaviour and advice to help him/her in life so as to not infringe on the rights of other pupils.

## **7. Effective 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.

- Supervising the yard during break-time
- Monitoring the corridors, cloakroom and toilets

This policy will be implemented in the contexts of the school ethos, the OSPS curriculum, our RSE policy, Child Protection, Use of Substance, InGrá Dé, The Code of Behaviour, Education Act, Health and Safety Policy, Class management, School Organisation etc.

All documentation regarding bullying incidents is retained securely in the school and is private, except for those involved in the matter.

## **8. 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.

9. This policy was adopted by the Board of Management on 2<sup>nd</sup> of April 2014.

10. This policy has been made available to school personnel, published on the school website (and provided 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.
11. 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 parents and pupils on request) 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.



Róisín Ní Ghuidhir  
Cathaoirleach an Bhoird Bhainistíochta

Dáta 30/11/2020



Cormac Chambers  
Príomhoide

Dáta 30/11/2020