



St. Colman's B.N.S. 'Bí Cineálta' Policy to Prevent and Address Bullying Behaviour

The Board of Management of St. Colman's Boys' National School has adopted the following policy to prevent and address bullying behaviour.

This policy fully complies with the requirements of *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools 2024*.

The Board of Management acknowledges that bullying behaviour interferes with the rights of the child as set out in the United Nations Convention on the Rights of the Child. We all, as a school community, have a responsibility to work together to prevent and address bullying behaviour and to deal with the negative impact of bullying behaviour.

We are committed to ensuring that all students who attend our school are kept safe from harm and that the wellbeing of our students is at the forefront of everything that we do. We recognise the negative impact that bullying behaviour can have on the lives of our students and we are fully committed to preventing and addressing bullying behaviour.

We confirm that we will, in accordance with our obligations under equality legislation, take all such steps that are reasonably practicable to prevent the harassment of students or staff on any of the nine grounds specified: gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

Definition of Bullying

Bullying is defined in *Cineáltas: Action Plan on Bullying* and *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools* as targeted behaviour, online or offline that causes harm. The harm caused can be physical, social and/or emotional in nature. Bullying behaviour is repeated over time and involves an imbalance of power in relationships between two people or groups of people in society.

Bí Cineálta is a policy that sets out how the school community prevents and addresses bullying behaviour. Strategies to deal with inappropriate behaviour that is not bullying behaviour are provided for within the school's Code of Behaviour.

Bí Cineálta Policy Development

All members of our school community were provided with the opportunity to input into the development of this policy.

	Date consulted	Method of consultation
School Sta	4 th March 2025 14 th March	Google Forms survey Discussion and collaborative group work on Bí Cineálta staff training day.
Students	Week of March 5 th to March 12 th 2025	Google Forms Survey
Parents	4 th March 2025	Google Forms Survey
Board of Management	29 th May 2025	Board of Management Meeting
Wider school community as appropriate	10 th April 2025	Survey
Date policy was approved: 29 th May 2025		
Date policy was last reviewed:		

Preventing Bullying Behaviour

The following prevention strategies will be used by the school to prevent bullying behavior:

Culture and Environment:

The school will:

- Promote and support a ‘telling’ environment where the reporting of bullying is encouraged.
- Make students aware that staff are ‘trusted adults’ to whom children can speak with or report bullying to
- Ensure School staff are visible to students during break, lunch and morning supervision.
- Provide for a mix of activities to students during break time to cater for a students’ preferences and interests.

Curriculum - Teaching and Learning

- Teaching and learning will be collaborative and respectful.
- Students will have regular opportunity to engage in small group work with peers to build connection, belonging and empathy amongst them.
- The Stay Safe programme will be taught to all classes in the second term on alternate years.
- 30 minutes per week will be timetabled for teaching of the SPHE curriculum.
- The FUSE Anti-bullying and Online Safety programme (4th – 6th Class) will be taught in November of each school year.

Policy and Planning:

The following plans and policies will support the implementation of the Bí Cineálta policy.

- Acceptable Use Policy – The digital age of consent which defines the minimum age a child can give their consent to online services that collect, use and process their personal data is 16. Until a child reaches 16, online service providers must obtain parental consent to process their data.
- Supervision Rota
- Special Education Teaching policy
- Code of Behaviour

Relationships and Partnerships:

The following will be used to strengthen relationships and partnerships between members of the school community:

- The active participation of students in school life will be supported.
- The active participation of parents in school life will be promoted.
- Workshops and seminars for students, school staff and parents to raise awareness of the impact of bullying will be conducted.
- Activities that build empathy, respect and resilience will be supported
- Peer support such and peer mentoring will be encouraged
- Acts of Kindness will be promoted
- Problem solving will be taught

The following supervision and monitoring policies are in place to prevent and address bullying behaviour:

- Supervision Rotas for morning, break and lunchtime
- Bullying Behaviour Record and Review Record

Addressing Bullying Behaviour

The teacher(s) with responsibility for addressing bullying behaviour are:

The Class teacher and the Principal if necessary thereafter

To determine if bullying has occurred:

If the answer to each of the following 3 questions is **Yes**, then the behavior is bullying behavior and will be addressed using Bí Cineálta Procedures.

1. Is the behavior targeted at a specific student or group of students?
2. Is the behavior intended to cause physical, social or emotional harm?
3. Is the behavior repeated?

If the answer to any of the above questions is **No**, then the behavior is not bullying behavior. Strategies to deal with inappropriate behavior are provided for within the school's Code of Behaviour.

Approaches to be taken to address bullying behavior:

The primary aim in addressing reports of bullying behavior should be to stop the bullying behavior and to restore, as far as practicable, the relationships of the parties involved.

- A fair and consistent approach will be taken to address the bullying behavior, the accounts of all parties and witnesses of the bullying will be recorded in writing.

- Both the student who is experiencing bullying behavior and the student who is displaying the bullying behavior will receive support. Those who witness the bullying behavior may also need support.
- On the date that it is determined that bullying behavior has occurred, the parents of children experiencing bullying behaviour and those displaying bullying behavior will be contacted.
- If a group of students is involved, each student will be asked for an account of what has happened to ensure everyone in the group is clear about each other's views.
- Thereafter, all students will be met as a group.
- At the group meeting, each student will be asked for an account of what has happened to ensure everyone in the group is clear about each other's views.
- Each student will be supported as appropriate following the group meeting.
- Students will be asked to write down their account(s) of the incidents.
- All bullying behavior will be recorded. A bullying behavior record (see attached) will commence and will be reviewed no more than 20 days after the date of determination of bullying behavior. This record includes the type of behaviour, where and when it took place, and the date of the engagement with students and parents. The actions and supports agreed to address bullying behaviour will be documented. If the bullying behaviour is a child protection concern the matter will be addressed without delay in accordance with *Child Protection Procedures for Primary and Post-Primary Schools*.
- A school is not expected to deal with bullying behavior that occurs when students are not under the care or responsibility of the school. However, where this bullying has an impact in school, the school will support the students involved. Where bullying behavior continues in school, the behaviour will be dealt with in accordance with this BÍ Cineálta policy.

Programmes and Practices that may be initiated in the event bullying behavior being reported might include:

- A collaborative approach whereby all necessary staff, will be alerted to and informed about the bullying situation.
- Restorative Practice Approaches will be engaged.
- Pupil teacher conferencing
- Zones of Regulation Programme
- Social Skills Training Programme
- Social Stories
- Circle time
- Role play
- Stories and novels

When addressing bullying behaviour the following principles will be adhered to:

- The student experiencing bullying behavior will feel listened to and reassured.
- The privacy of all involved will be protected.
- All conversations will be conducted with sensitivity.
- The age and ability of those involved will be considered.
- The views of the student who is experiencing the bullying behavior will be listened to as to how to best address the situation.

- Action will be taken in a timely manner.
- The parents of those involved will be informed.
- If parents request that the school take no action in relation to confirmed bullying behavior, parents should put this request in writing. Whilst acknowledging parent's request, schools may decide that based on the circumstances, it is appropriate to address the bullying behavior.

Approaches to be taken to review progress:

No more than 20 school days after the initial determination of an incidence of bullying behavior between students a bullying behavior review will take place between the teacher, students and parents of those involved.

Factors to consider during the review are:

- The nature of the bullying behavior
- The effectiveness of the strategies used to address the bullying behavior
- The relationship between the students involved

If the bullying behavior has not ceased, the teacher should review the strategies used in consultation with the students and parents and agree to meet again over an agreed timeframe until the bullying has ceased.

Where it becomes clear that the student who is displaying the bullying behavior is continuing to display the behavior, then the school will consider using the strategies to deal with inappropriate behavior as provided for within the school's Code of Behaviour.

Oversight

The principal will present an update on bullying behaviour at each Board of Management meeting. This update will include the number of incidents of bullying behaviour that have been reported since the last meeting, the number of ongoing incidents and the total number of incidents since the beginning of the school year. Where incidents of bullying behaviour have occurred, the principal will also provide a verbal update which will include where relevant, information relating to trends and patterns identified, strategies used to address the bullying behaviour and any wider strategies to prevent and address bullying behaviour where relevant. This update will not contain personal or identifying information.

This policy is available to the school community on the school's website and in hard copy on request. A student friendly version of this policy is displayed in the school and is also available on our website and in hard copy on request.

This policy and its implementation will be reviewed, following input from our school community, each calendar year or as soon as practicable after there has been a material change in any matter to which this policy refers.

Signed: Olive O'Riordan
(Chairperson of board of management)

Date: 29th May 2025

Signed: Martin Clancy

Date: 29th May 2025

(Principal)

Bullying Behaviour Record (to be complete with person experiencing bullying behavior)

Child's Name & Class:

Form or Type of Bullying: (circle)

Direct Bullying: Physical Verbal Written Extortion

Indirect Bullying: Exclusion Relational

Online Bullying

Other Bullying Behaviour: Disabilist Exceptionally able Gender identity

Homophobic/transphobic (LGBTQ+) Physical Appearance Racist Bullying

Poverty Bullying Religious Identity Bullying Sexist Bullying Sexual Harassment

Other: _____

Where did the bullying behaviour take place:

When did the bullying behaviour take place:

Date of Initial Engagement with students and parents:

Views of students and parents:

Actions to be taken:

Review Date: (no more than +20 days)

At review stage, **views** of student and parent:

Action to be taken:

Engagement of External Services or supports if any: