



SCHULL COMMUNITY COLLEGE

ANTI-BULLYING POLICY

SUMMARY DOCUMENT

APPROVED 2014
REVIEW DATE 2015
REVIEWED DEC 2016
Reviewed Dec 2017
Reviewed Dec 2018

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 Schull Community College has adopted the anti-bullying policy within the framework of the school's overall code of conduct. This policy fully complies with the requirements of the *Anti-Bullying Procedures for Primary and Post-Primary Schools* which were published in September 2013. A summary of the policy is given here.

The Board of Management of Schull Community College 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:

1. A positive school culture and climate which-
 - a. is welcoming of difference, diversity and is based on inclusivity;
 - b. encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment;
 - c. promotes respectful relationships across the whole school community;
2. Effective leadership;
3. Whole school approach;
4. A shared understanding of what bullying is and its impact;
5. Implementation of education and prevention strategies (including awareness raising measures) which-
 - a. build empathy, respect and resilience in pupils; and
 - b. explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.
6. Effective supervision and monitoring of pupils;
7. Supports for staff;
8. Consistent recording, investigation and follow up of bullying behaviour; and
9. On-going evaluation of the effectiveness of the anti-bullying policy.

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.

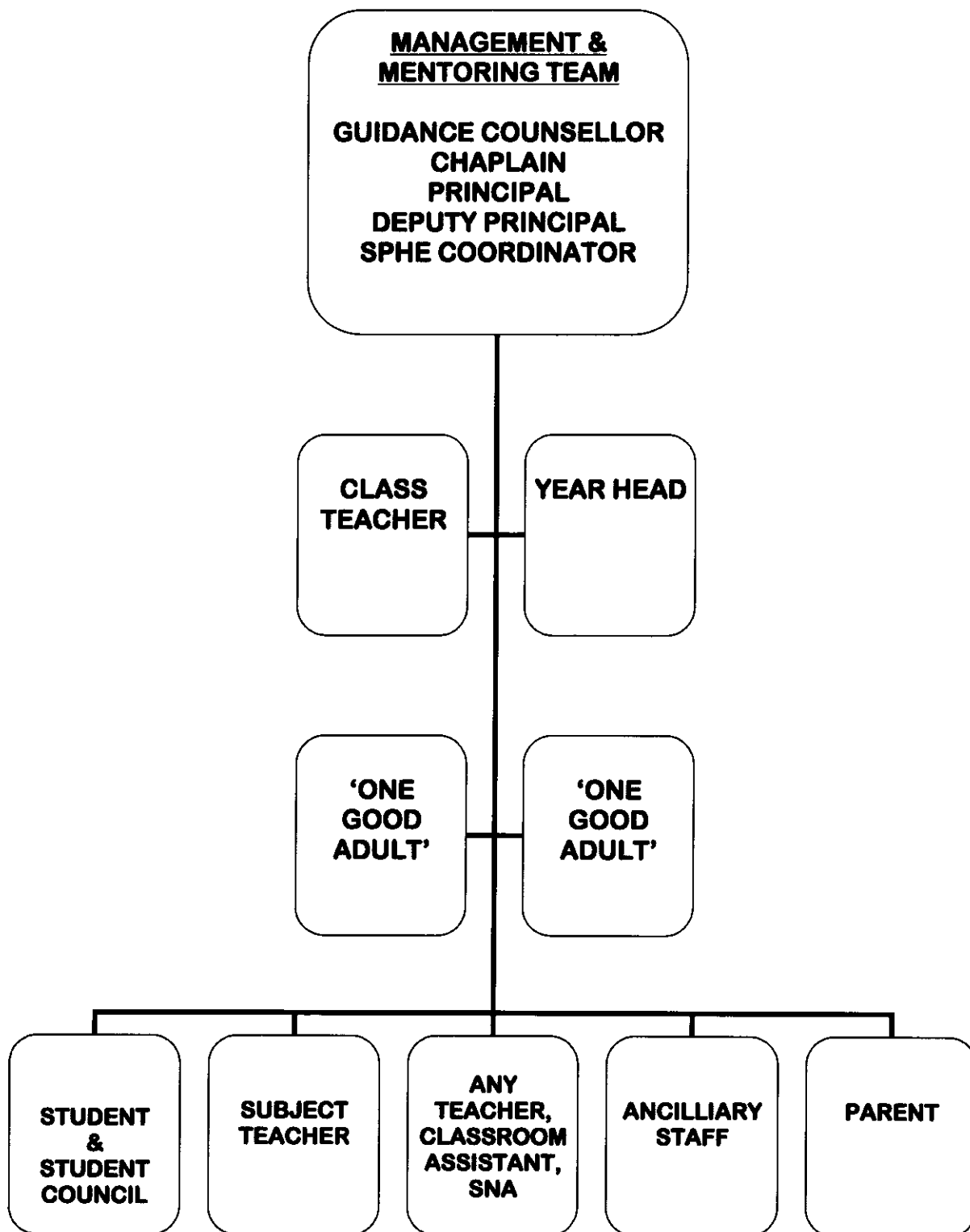
Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with the school's code of conduct.

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.

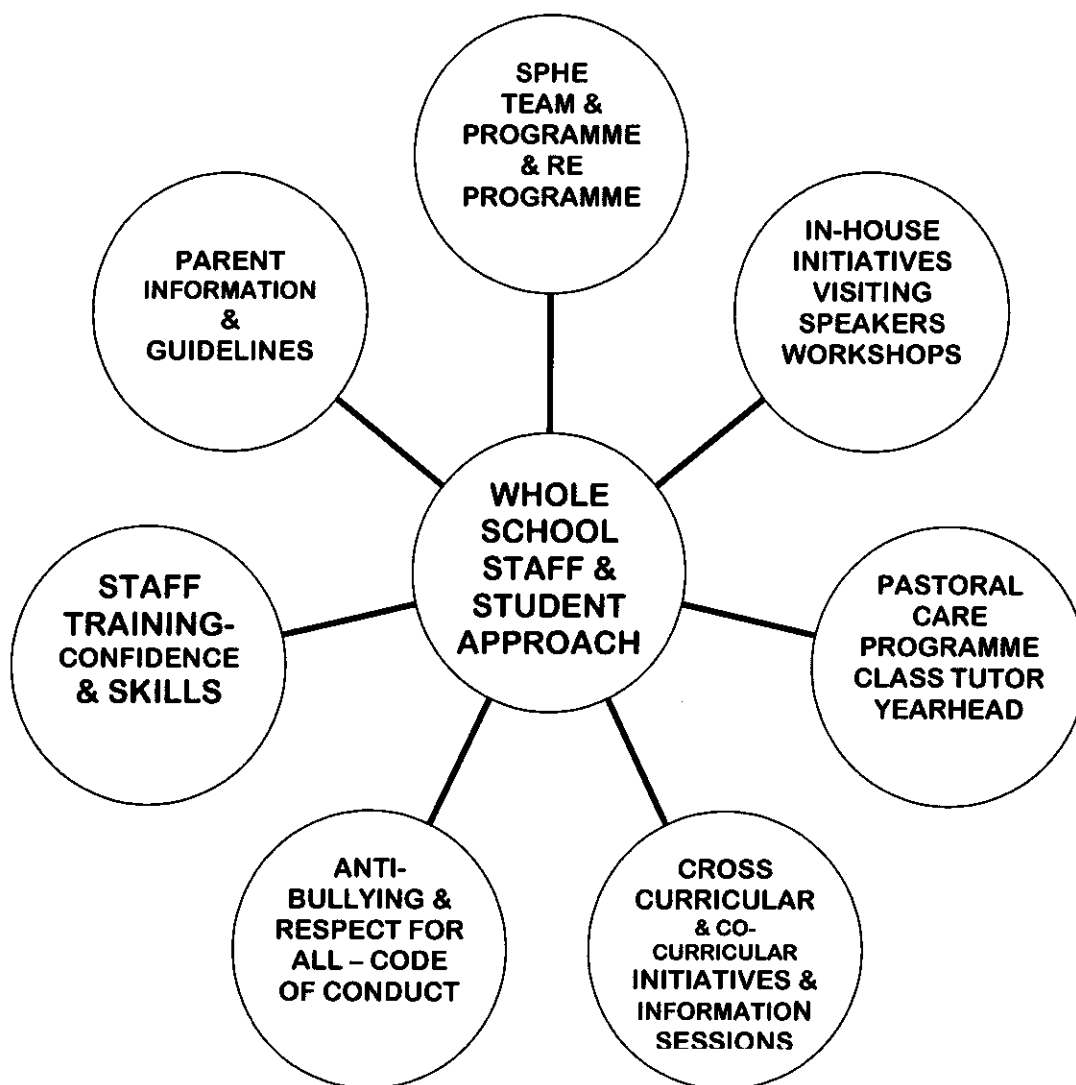
Negative behaviour which does not meet this definition of bullying will be dealt with in accordance with the code of conduct of Schull Community College.

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 teachers for investigating and dealing with bullying in Schull Community College are outlined in a chart below. There is no hierarchical structure for pupils to adhere to and with regards to reporting. 'One good adult' refers to a supportive person, e.g. parent or teacher. The Principal must always be informed of any instances of bullying. (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

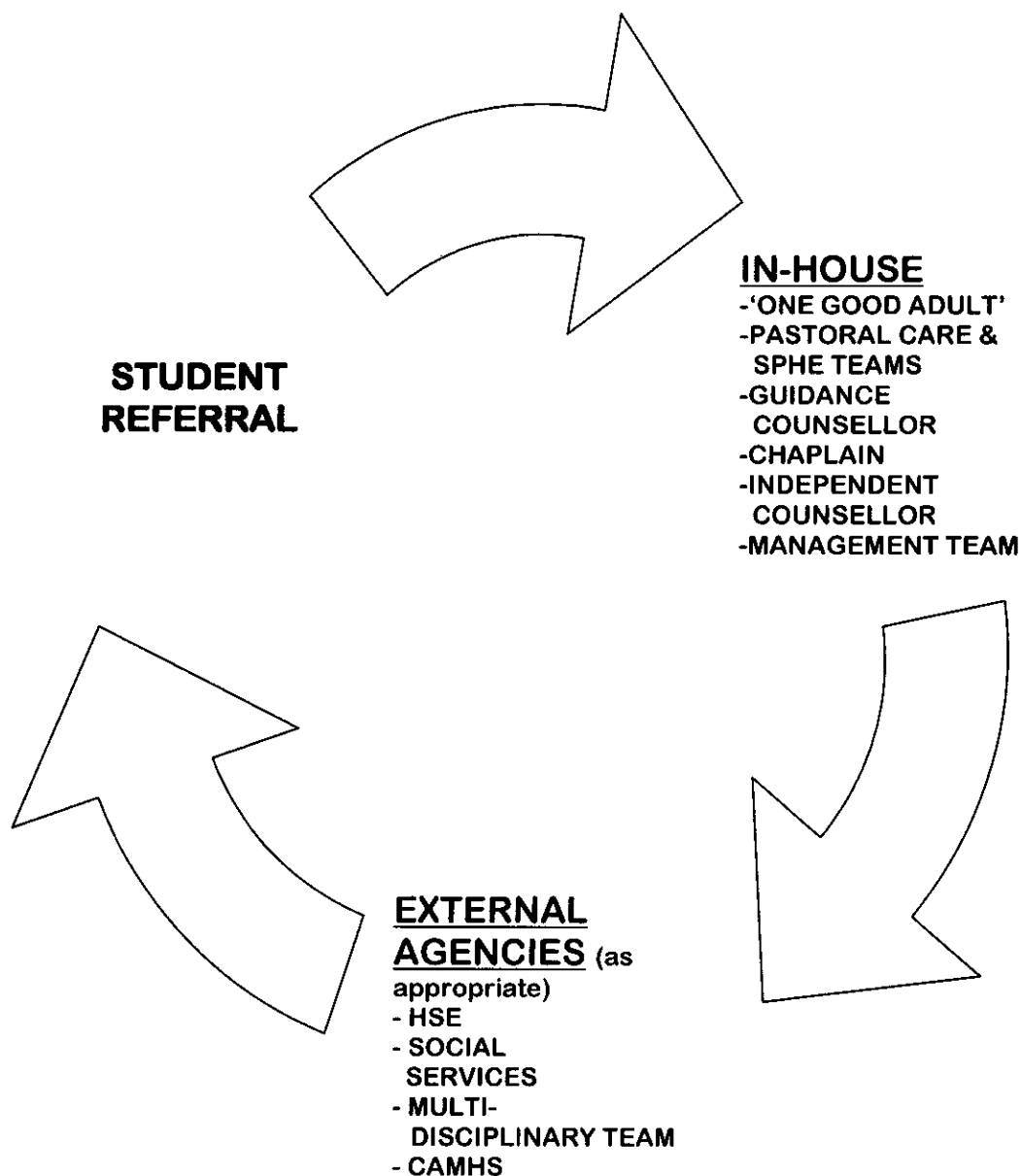


The education and prevention strategies which will be used by Schull Community College are as follows (see Section 6.5 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):



The procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies used by the Schull Community College for dealing with cases of bullying behaviour are detailed in College Code of Behaviour and in the complete Anti-Bullying Policy. (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*). The primary aim in investigating and in dealing with bullying issues is to resolve any issues and to restore, as far as practicable, the relationships of the parties involved. In this light, support strategies & guidance will be provided to help all students involved in any such behaviour.

The school's programme of support for working with pupils affected by bullying is illustrated in the diagram below. (see also Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*) :



Supervision and Monitoring of Pupils

The Board of Management of Schull Community College confirms that appropriate supervision and monitoring policies and practices are in place to make every effort to both prevent and deal with bullying behaviour and to facilitate early intervention where possible.

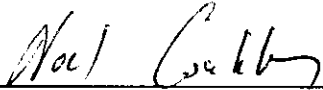
Prevention of Harassment


The Board of Management of Schull Community College confirms that the school will, in accordance with its obligations under equality legislation, take all such steps which 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.

The Anti - Bullying Policy was adopted by the Board of Management of Schull Community College on 11/12/2018.

The Anti-Bullying Policy has been made available to school personnel, a summary (given here) of which is published on the school website, is readily accessible to parents and pupils on request and is provided to the Parents' Association. A copy of this policy will be made available to the Department of Education and Skills and the Co-Trustees if requested.

The Anti-Bullying 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 Co-Trustees and to the Department of Education and Skills.

Signed:  Date: 11/12/2018
(Chairperson of Board of Management)

Signed:  Date: 11/12/18
(Principal)

Date of next review: 11/12/2019