

School Bí Cineálta Policy to Prevent and Address Bullying Behaviour

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The Board of Management of **Lisgriffin N.S** 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. The detailed definition is provided in Chapter 2 of the Bí Cineálta procedures.

Each school is required to develop and implement a Bí Cineálta 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.

Section A: Development/review of our Bí Cineálta policy to prevent and address bullying behaviour

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

	Date consulted	Method of consultation
School Staff	4-04-2025	Staff meeting
Students	7-04-2025	Survey
Parents	7-04-2025	Survey -Google Doc
Board of Management	May 2025	Meeting
Wider school community as appropriate, for example, bus drivers	N/A	N/A
Date policy was approved: 7 - 05 -2025		
Date policy was last reviewed:		

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by the school. These include strategies specifically aimed at preventing online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment as appropriate (see Chapter 5 of the Bí Cineálta procedures):
● Curriculum: SPHE - Weaving Wellbeing - Stay Safe - RSE ● Culture and Environment: - Positive and Inclusive school culture - Positive relationships - Effective leadership - Positive culture and environment - Telling Environment - A trusted Adult - Safe Physical Space and Supervision ● Relationships and Partnerships: - Supporting Activities that build empathy, respect and resilience. - Promoting peer support - Critical thinking

Teacher Professional learning
Student and teacher participation
Bullying Awareness Initiatives
Strong interpersonal connections.

- Policy and Planning:
 - Bí Cinealta Policy
 - Student friendly Policy
 - Code of Behaviour
 - Child Safeguarding Policy and Statement
 - Acceptable User Policy
 - Supervision Policy
 - RSE Policy
 - SSE – Wellbeing in Education
 - Teacher Professional Learning

The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour (see Chapter 5 of the Bí Cineálta procedures):

- Supervision Policy
- Safe Physical Space
- Organised and Monitor Activities during Breaks
- Trusted Adult
- Telling Environment

Section C: Addressing Bullying Behaviour

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

When bullying behaviour occurs, the school will:

- > ensure that the student experiencing bullying behaviour is heard and reassured
- > seek to ensure the privacy of those involved
- > conduct all conversations with sensitivity
- > consider the age and ability of those involved
- > listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation
- > act in a timely manner
- > inform parents of those involved

The steps that will be taken by the school to determine if bullying behaviour has occurred, the approaches taken to address the bullying behaviour and to review progress are as follows (see Chapter 6 of the Bí Cineálta procedures):

To Determine if Bullying has occurred:

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 behaviour **repeated**?

If the answer is **Yes** to each of the questions then the behaviour is bullying behaviour and should be addressed using the Bí Cineálta Procedures.

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

Approaches taken to address the bullying behaviour and to review progress:

1. Teacher investigates if bullying behaviour has occurred
2. Teacher records on template (Appendix 3) including form, type of bullying, where and when it took place and the date of the initial engagement with the students and their parents. The record includes the views of the students and their parents regarding the actions to be taken to address the bullying behaviour. The record includes the review with the student and their parents to determine if the bullying behaviour has ceased and the views of parents and students in relation to this. The date of all these engagements is documented and the date it has been determined that the bullying behaviour has ceased.
3. Parents of both parties are informed at an early stage and to consult with them on the actions to be taken to address the behaviour. Parents may specifically request that the school take no action. Parents should put this request in writing to the school. However, while acknowledging the parent's request, schools may decide that based on the circumstances it is appropriate to address the bullying behaviour.
4. Complete Agreed actions to address the behaviour, to monitor and to evaluate.
5. No more than 20 school days after initial engagement, review with student(s) and parent(s).
6. Principal will include all bullying behaviour update to the board. The principal provides a verbal update to board. The Policy will be reviewed if needed.

The school will use the following approaches to support those who experience, witness and display bullying behaviour (see Chapter 6 of the Bí Cineálta procedures):

- The student experiencing the bullying is listened to and feels reassured
- Privacy for those involved
- All conversations will be conducted with sensitivity

- The age and ability of the child involved will be considered
- The views of the student experiencing the bullying behaviour as to how best address the situation
- Action will be taken in a timely manner
- Parents of those involved will be informed at an early stage.
- There will be regular check in with students and Parents.
- Targeted SPHE lessons based on Friendship, conflict resolution scenarios, social stories etc
- Peer grouping/ Buddy system/ friendship group will be implemented
- Children will have at least one Trusted adult
- Organised activities and games during break times.
- Monitoring and awareness by all staff throughout the day

All bullying behaviour will be recorded. This will include 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*.

Section D: 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 does not contain personal or identifying information. See Chapter 7 of the Bí Cineálta procedures.

This policy is available to our 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: Deirdre O' Connor
(Chairperson of board of management)

Date:07/05/25

Signed: Leona Cronin

(Principal)

Date:07/05/25