

Knockmahon N.S



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FACEBOOK



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Anti Bullying Policy

Introductory Statement

In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the NEWB (Tusla), the Board of Management of Knockmahon N.S. has adopted the following anti-bullying policy within the framework of the school's overall code of behaviour. This policy fully complies with the requirements of the *Anti-Bullying Procedures for Primary and Post-Primary Schools* which were published in September 2013.

This policy applies to the whole school community (pupils, teachers, parents, Board of Management and all ancillary staff) in their relationships with pupils.

The following procedure was adopted in the drawing up of this policy -

- Consideration of draft policy by representatives of whole school community
- Ratification of draft policy as policy by Board of Management
- Communication of Policy to whole school community
- Annual review
- Implementation of Policy on an ongoing basis.

Definition of Bullying

Bullying is repeated aggression – verbal, psychological, physical or cyber – conducted by an individual or a group against others. Bullying is systematic and outgoing.

Rationale

- The Code of Behaviour had been recently reviewed.
- A piecemeal approach to bullying is ineffective and a whole school approach is needed due to the complexity of the issue.
- The Department of Education and Skills requires schools to have a written policy on bullying.
- To ensure the Health & Safety of the whole school community (Reference Health & Safety Policy)



Relationship to School Ethos

The vision of Knockmahon National School is to -

- Enable the child to live a full life as a child
- To equip him/her to avail of further education so that he/she may go on to live a full and useful life as an adult in society.

As a school community committed to the realisation of these goals, our aim is to create a happy secure environment for our pupils in which there is a sense of respect and a reasonable approach to discipline. Bullying behaviour is contrary to this ethos as it undermines and dilutes the quality of education and has an adverse effect on the child and the whole school community. It is seen as a violation of the child's rights.

Aims of this Policy:

1. To promote a school ethos which encourages children to disclose and discuss incidents of bullying behaviour.
2. To raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parents/guardians (the whole school community)
3. To endeavour to provide adequate supervision and monitoring measures through which all areas of school activity are kept under observation.
4. To develop procedures for noting and reporting incidents of bullying behaviour.
5. To develop procedures for investigating and dealing with incidents of bullying behaviour
6. To develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour.
7. To work with and through the various local agencies in countering all forms of bullying and anti-social behaviour.
8. To evaluate the effectiveness of the school policy on anti-bullying behaviour.

Content:

1. Creation of a culture of "telling".

- Teachers should repeatedly reinforce the message that if anyone is the victim of bullying behaviour, they should not retaliate in any way, but they should tell an adult. Victims should be reassured that if they tell, something will be done about the bullying in a safe manner and all reported incidents will be dealt with.
- Class lessons to be provided to enable pupils "how to tell" (telling protocol).
- Bystanders can be the key to resolving bullying and if anyone witnesses bullying behaviour, they should always tell a teacher. This is not telling tales but a means of protecting victims.

2. Raising the awareness of bullying as a form of unacceptable behaviour by -

- Engaging in formal teaching within the class setting through SPHE and RE programmes.
- Creating an annual awareness week for school community about bullying.
- Revamp and distribute our information booklet re bullying and procedures for dealing with bullying in the school, to parents.

43. To endeavour to provide adequate supervision and monitoring measures through which all areas of school activity are kept under observation by -



Ensuring that all activities (including extra-curricular activities) are adequately supervised by school personnel.

4. Procedures for noting bullying behaviour and reporting incidents of bullying behaviour

- All incidents/ reports of bullying behaviour (no matter how trivial) are recorded and maintained by the class teacher. A copy of the report is sent to the Principal if a pattern of bullying behaviour is noted. This includes all incidents recorded on the yard books.
- Non-teaching staff should note any incidents of bullying behaviour witnessed by them and report to the principal. Extra vigilance is important in relation to children with special needs and newcomer children who may not have the skills/language to report that they are being bullied.
- All cases of serious bullying should be reported to the principal.

5. Procedures for Investigating and Dealing with Bullying

- When a pupil tells a teacher s/he is being bullied, it is important to gather all of the facts from both sides (What, where, when, who, why?).
- The Teacher should take calm, unemotional, problem-solving approach.
- Instances are investigated outside the classroom to avoid public humiliations.
- Where possible, a witness is present, and sides are listened to separately with notes taken.
- The notes are brief, factual and should be void of emotional or judgemental language.
- Information spoken about should not become available, so that the victim would be further tormented. (Needs to know basis)
- Parents/Guardians of victims should be informed of the nature of the incident(s).

Once all of the facts have been acquired and it has been established that bullying has indeed taken place, suitable sanctions should be imposed on the bully. In accordance with the school's Code of Behaviour these sanctions vary, depending on the seriousness of the infringement and may include some or all of the following-

- Informing Principal
- Informing parents / guardians
- Temporary separation in classroom
- Temporary withdrawal from class
- Formal meeting with parents / guardians. During this meeting discussion with those involved as to how problem may be resolved will occur. Children may be asked to sign a contract or agreement about future behaviour.
- Informing BOM (if situation is not resolved)
- Suspension (BOM Guidelines).
- Expulsion (refer Code of Behaviour Policy)

Following imposition of the appropriate sanction/s, the teacher monitors closely the relationships between those involved. Reconciliation of all is seen as the ultimate goal.

6. Programme of work with peers, victims, and bullies and parents



Peers

- Formal programmes of work are a vital element in raising children's self-esteem and equipping children to cope with bullying behaviour e.g., Walk Tall, RSE, Alive-O, Web wise, Stay safe.
- Positive reinforcement by teachers in classroom setting.
- Modelling of respectful behaviour and language by teachers and staff.
- Promotion of extra-curricular activities which encourage co-operation among pupils.
- Encouraging students to look out for each other and to be responsible for their own behaviour.
- Immediate affirmation of children who report incidents of bullying which they have witnessed.

Victims

- Victims are reassured from the outset that they are not to blame.
- Strategies for restoring self-esteem are explored between teacher and parents/guardians.
- Where deemed necessary, the child in consultation with parents may be referred for counselling.
- Staged approach - class support, school support (as per Continuum - Behavioural, Emotional and Social difficulties- NEPS)
- The parents of the pupils concerned will be advised to contact the local Gardaí if appropriate.

Bullies

- Where deemed necessary, the child in consultation with parents may be referred for counselling. They may need to learn other ways of meeting their needs without violating the rights of others. Empathy awareness needs to be developed.
 - Clinical referral and assessment may be necessary.
 - Staged approach- class support, school support(as per Continuum -Behavioural, Emotional and Social difficulties- NEPS)
7. School working with and through the various local agencies in countering all forms of bullying as an anti-social behaviour
- In certain cases, too it may be necessary to invite assistance from formal agencies such as Gardaí, Health Board, etc.
 - The school will constantly remind parents of the dangers of “cyber- bullying” as can happen with the use of social networking sites and mobile phones. We also direct their attention to the school's internet Acceptable Use Policy (AUP).
 - The school cannot be responsible for disagreements between pupils that happen outside the school grounds.
8. Evaluation of effectiveness of school policy on bullying behaviour
The evaluation of the policy will happen on both an informal (through teacher observation)
Success Criteria -
- Positive feedback from teachers, parents and pupils
 - Well-being and happiness of the whole school community in the light of incidents of bullying behaviour encountered.
 - Increase in numbers of children reporting.
 - Fewer problems in yard.



9. Action Plan 2020-2023:

- Each class to have a set of class rules which complement the school's Code of Behaviour.
- Each class to make a booklet re: bullying.
- A friendship/respect week to be held in November.
- Renew the signs around the school.
- A recording form to be made (to be used to record reports)
- Always ensure supervision when pupils access the internet.
- Teachers' face-book accounts should be private.
- Sanctions for unauthorised use of the internet/electronic devices will be imposed as per the Code of Behaviour and AUP
- To involve the students in the formation of the policy.
- To focus on the topic of bullying on at least one school assembly (November of each school year) as per the recommendations from "Dealing with Bullying in Schools" (office of the ombudsman for children 2013).

Roles and Responsibilities

The Board of Management is responsible for ensuring that the policy is implemented.

Implementation Date: October 2014

Reviewed: November 2017

Reviewed: November 2018

Reviewed: November 2019

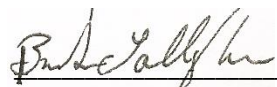
Reviewed: November 2020

Reviewed: October 2021

Reviewed: October 2022

Next review: October 2023

Signed



Brendan Gallagher, Chairperson, BOM



RECORDING BULLYING BEHAVIOUR

Name of pupil being bullied and class group.

Name _____ Class _____

Name[s] and class[es] of pupil[s] engaged in bullying behaviour.

Source of bullying

Pupil concerned	<input type="checkbox"/>
Other pupil	<input type="checkbox"/>
Parent	<input type="checkbox"/>
Teacher	<input type="checkbox"/>
Other	<input type="checkbox"/>

Location of incident[s]

Playground	<input type="checkbox"/>
Classroom	<input type="checkbox"/>
Corridor	<input type="checkbox"/>
Toilets	<input type="checkbox"/>
Other	<input type="checkbox"/>

Name of person who reported the bullying concern

Type of bullying behaviour

Physical aggression	<input type="checkbox"/>	Cyber-bullying	<input type="checkbox"/>
Damage to property	<input type="checkbox"/>	Intimidation	<input type="checkbox"/>
Isolation/Exclusion	<input type="checkbox"/>	Malicious gossip	<input type="checkbox"/>
Name calling	<input type="checkbox"/>	Other - specify	<input type="checkbox"/>

Where behaviour is regarded as identity-based bullying, indicate the relevant category

Homophobic	Disability/SEN related	Racist	Membership of The travelling community	Other - specify
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Brief description of bullying behaviour and its impact

Details of actions taken

Signed _____ [Relevant Teacher] Date _____


Date report submitted to Principal _____




Appendix 4 Checklist for annual review of the anti-bullying policy and its implementation

The Board of Management (the Board) must undertake an annual review of the school's anti-bullying policy and its implementation. The following checklist must be used for this purpose. The checklist is an aid to conducting this review and is not intended as an exhaustive list. In order to complete the checklist, an examination and review involving both quantitative and qualitative analysis, as appropriate across the various elements of the implementation of the school's anti-bullying policy will be required.

	Yes /No
Has the Board formally adopted an anti-bullying policy that fully complies with the requirements of the <i>Anti-Bullying Procedures for Primary and Post-Primary Schools</i> ?	Yes
Has the Board published the policy on the school website and provided a copy to the parents' association?	Yes
Has the Board ensured that the policy has been made available to school staff (including new staff)?	Yes
Is the Board satisfied that school staff are sufficiently familiar with the policy and procedures to enable them to effectively and consistently apply the policy and procedures in their day-to-day work?	Yes
Has the Board ensured that the policy has been adequately communicated to all pupils?	Yes
Has the policy documented the prevention and education strategies that the school applies?	Yes
Have all of the prevention and education strategies been implemented?	Yes
Has the effectiveness of the prevention and education strategies that have been implemented been examined?	Yes
Is the Board satisfied that all teachers are recording and dealing with incidents in accordance with the policy?	Yes
Has the Board received and minuted the periodic summary reports of the principal?	N/A
Has the Board discussed how well the school is handling all reports of bullying including those addressed at an early stage and not therefore included in the principal's periodic report to the Board?	Yes
Has the Board received any complaints from parents regarding the school's handling of bullying incidents?	No
Have any parents withdrawn their child from the school citing dissatisfaction with the school's handling of a bullying situation?	No
Have any Ombudsman for Children investigations into the school's handling of a bullying case been initiated or completed?	No
Has the data available from cases reported to the principal (by the bullying recording template) been analysed to identify any issues, trends or patterns in bullying behaviour?	N/A
Has the Board identified any aspects of the school's policy and/or its implementation that require further improvement?	No
Has the Board put in place an action plan to address any areas for improvement?	N/A

Signed 
Chairperson, Board of Management

Date 24/10/2022

Signed 
Principal

Date 24/10/2022

Notification regarding the Board of Management's annual review of the anti-bullying policy



To: Staff, Parents, Parents Association & School Community

The Board of Management of Knockmahon N.S.wishes to inform you that:

- The Board of Management's annual review of the school's anti-bullying policy and its implementation was completed at the Board meeting of 24/10/2022.
- This review was conducted in accordance with the checklist set out in **Appendix 4** of the Department's *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

Signed 
Chairperson, Board of Management

Date 24/10/2022

Signed 
Principal

Date 24/10/2022

