



ANTI – BULLYING POLICY

Definition

Bullying is destructive behaviour. It is repeated aggression, verbal, psychological or physical abuse, conducted by an individual or group against others. Isolated incidents of aggressive behaviour, while not to be tolerated, should not be described as bullying. Only inappropriate or aggressive behaviour which is systematic and ongoing is regarded as bullying.

School Priorities

- Raise overall awareness of anti-bullying policy
- Continually evaluate schools procedures for reporting and dealing with bullying
- Ensuring good quality home-school links
- Promote a safe school whereby teaching and learning are promoted in a positive manner

Parents Role

On hearing that their son/daughter is involved in a bullying incident parents should:

Firstly: Parents should not panic. Parents need to support their son/daughter to work through the situation. It is important to listen carefully to your son/daughter.

Secondly: Parents should contact the school sooner rather than later. The class journal, a note/letter or phone call are suggested for first contact. Then a meeting can be arranged. This gives everyone time to compose themselves and deal with the situation effectively.

Thirdly: While the bullying behaviour can be stopped quickly, parents should note that their son/daughter needs support and understanding over a longer period to deal with the upsetting nature of the situation. This is when home/school contact needs to be made frequently.

Prevention Strategies

1. Bullying is covered in SPHE, RE & Guidance classes and tutors go through the anti-bullying policy with students during Pastoral Care annually and as required as bullying incidents arise via the care team. Anti-bullying posters are created and displayed throughout school by students.
2. Mobile Phones are not permitted in McEgan College unless under teacher directions & supervision and to aid the T & L.
3. Guest speakers/workshops where applicable (eg Graffiti and Anti-Bullying Workshops) are available to the school community. Restricted due to Covid
4. Information evenings held by Parents Association, HSCL & Career Guidance Departments, eg Cyber Bullying.
5. Bullying procedures are outlined in the schools Code of Behaviour.
6. Ongoing positive re-enforcement by school staff.

Procedure for Reporting

1. Any teacher/student/parent/member of the school community can report bullying to any staff member who then should report it to the Principal or Deputy Principal.
2. Any report of bullying can be documented or emailed to the Principal or Deputy Principal.
3. The Principal or Deputy Principal will determine the severity of the alleged bullying as well as the route to investigation.
4. The Principal or Deputy Principal may appoint a staff member to investigate the alleged bullying incident. No staff member will investigate alleged bullying alone.

Procedure for Dealing with a Report of Bullying

1. Relevant staff will investigate the alleged bullying and require co-operation of all stakeholders including students, staff and parents.
2. Staff should remain calm, logical and adopt a consistent 'what', 'where', 'when', 'who' and 'why' questioning strategy.
3. When investigating incidents outside the classroom, every effort will be made to conduct interviews sensitively and consistently.
4. Students not directly involved may also be interviewed.
5. The students involved will be asked to make a written report of incident. If student cannot do the written report a staff member will write it for them.
6. To determine the severity and authenticity of the allegation the investigating team will streamline the investigation by discussing the investigation so far with the Principal and Deputy Principal.
7. The Principal or Deputy Principal will contact parents and inform them of their findings.
8. Management will report incidents of Bullying to the Board of Management.
9. Students involved will be referred to the Guidance Counsellor if necessary.
10. The investigating teacher/s will review situation within a few days to one week and record findings.

Post Incident Guidelines – Restorative Practice

1. Facilitate mediation between all parties
2. Identify feeling of all parties
3. Support the bullied student to meet with the bully if both are comfortable
4. Review progress within 2/3 weeks

Schools programme of support for working with students affected by bullying

1. Care team
2. HSCL
3. Career Guidance Counsellor who may refer to an external counsellor if necessary
4. Pastoral Care
5. Discipline/Restorative Practice Co-Ordinator
6. SCP

Reviewed by BOM 16th Dec 2021



Appendix 1 (PDST Anti- Bullying)

Template for recording bullying behaviour

1. Name of student alleging bullying and class group

Name: _____ Class: _____

2. Name(s) and class(es) of person (s) alleged to be engaged in bullying behaviour

3. Source of bullying concern/report
Please tick relevant box (es)

Student concerned	<input type="checkbox"/>
Another student	<input type="checkbox"/>
Parent	<input type="checkbox"/>
Staff	<input type="checkbox"/>
Other	<input type="checkbox"/>

4. Location of incidents
Please tick relevant box (es)

Outside school grounds	<input type="checkbox"/>
Inside school grounds	<input type="checkbox"/>
Classroom	<input type="checkbox"/>
Corridor	<input type="checkbox"/>
Bus	<input type="checkbox"/>
Other (Specify)	<input type="checkbox"/>

5 Name of person (s) who reported the bullying concern

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6 Type of Bullying Behaviour (tick relevant box (es))

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	<input type="checkbox"/>

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

LGBT related	Disability / SEN related	Racist	Member of Traveller Community	Other (specify)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8 Brief description of bullying behaviour and its impact

9 Details of action taken by reporting staff member and when submitted to Principal/ Deputy Principal

Signed: _____ (relevant teacher) Date: _____

Date submitted to Principal/ Deputy Principal: _____