

Lucan East Educate Together National School

Anti-Bullying Policy

1. Introduction

In accordance with the requirements of the Education (Welfare) Act 2000 and the Code of Behaviour guidelines issued by the National Education Welfare Board, the Board of Management of Lucan East ETNS 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.

We note that throughout this document, the term "parent(s)" should be understood to mean 'parent(s) and/or guardian(s)'.

2. Key Principles

The Board of Management recognises the very serious nature of bullying and the negative impact that it can have on the lives of pupils. The Board is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- A positive school culture and climate which
 - is welcoming of difference and diversity and is based on inclusivity;
 - encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
 - promotes respectful relationships across the school community;
- Effective leadership;
- A school-wide approach;
- A shared understanding of what bullying is and its impact;
- Implementation of education and prevention strategies (including awareness raising measures) that build empathy, respect and resilience in pupils; and explicitly address the issues of cyber-bullying and identify based bullying (including homophobic and transphobic bullying)
- Effective supervision and monitoring of pupils;
- Supports for staff;
- Consistent recording, investigation and follow-up of bullying behaviour (including use of established intervention strategies); and
- On-going evaluation of the effectiveness of the anti-bullying policy.

3. Definition and Effects of Bullying

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;
- identity-based bullying which often takes the form of name-calling (e.g. 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);

- physical aggression;
- intimidation;
- damage to property;
- extortion.

(For Further details on types of bullying see Appendix A)

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

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 that does not meet this definition of bullying will be dealt with in accordance with the school's Code of Behaviour.

The impacts of bullying can be very serious for both victims and perpetrators of bullying. For victims, feelings of insecurity, low self-confidence and anxiety may emerge. This can also be the case for those who witness bullying. Children who engage in bullying behaviour can be at higher risk of depression and may be at risk of developing an anti-social personality and of reducing their educational opportunities.

Additional information on different types of bullying and the different impacts of bullying is set out in Section 2 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

4. The Relevant Teacher

The relevant teacher(s) for investigating and dealing with bullying is (are) as follows (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

Staff members share a collegiate responsibility, under the supervision of the Principal, to act and prevent bullying or aggressive behaviour in the school community.

The relevant teacher, in the first instance, is the child's Class Teacher. He or she will ordinarily have primary responsibility for investigating and dealing with bullying. Where this is not possible or appropriate, the Principal will nominate another staff member to deal with the situation. It is recognised that our teachers have the professional skills to deal with most instances of bullying within their day-to-day class management work. If the bullying is of a very serious nature, the Principal/Deputy Principal will also be involved. Furthermore, the Board of Management will also be involved, in line with the reporting procedures of Section 6 below and with the school's Code of Behaviour.

5. Education and Prevention Strategies

The education and prevention strategies (including strategies specifically aimed at cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying) that will be used by the school are as follows (see Section 6.5 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*).

A Positive School Culture

- Lucan East ETNS actively embraces difference and diversity and prides itself on its inclusive approach to education.
- Our school ethos is founded on respect for individual differences: these are promoted as a source of pride and self-respect.
- Respect and inclusion are at the heart of our school's life.
- These values underpin the Learn Together ethical education programme; this provides a platform for our school's education based anti-bullying measures.

Curriculum

In raising awareness and understanding of how bullying occurs and providing the pupils with the skills and strategies to counter bullying in its various forms, curriculum implementation will place a particular emphasis on re-affirming the pupil's sense of self-esteem and self-worth through supporting the pupils in developing empathy, respect and resilience. These skills are delivered across all subject areas and through a welcoming school climate which respects diversity in all its forms. However, there will be a particular focus on bullying delivered through the following:

- Stay Safe Programme - will be taught in all classes. This introduces our children to their right to live a bullying-free life and develops skills in saying 'no' to anyone impinging on that right.
- SPHE Programme includes elements dealing with LGBT issues, and the need for respect for individual differences in this regard.
- Learn Together Programme - time will be devoted to an age-appropriate discussion of bullying at each class level. Children will be encouraged and helped to say "No" to bullying behaviour and to report experiences of bullying.
- Safer Internet Day: The school is committed to providing internet safety to all its students and will endeavour to maintain internet safety awareness through approaches such as Safer Internet Day and tailored lessons throughout the school year. This will include work dealing specifically with cyberbullying.
- Pupils will participate in a range of age-appropriate prevention and education programmes during their time in Lucan East ETNS. These programmes will form a regular part of the school calendar. Anticipating that different programmes will be available to the school at different times, we note that these may include (but not be restricted to) such programmes as Restorative Practice, SALT, Sticks and Stones, and the ISPCC Shield Campaign.
- Other classroom and whole-school activities, e.g. friendship week, drama and story-telling will also be undertaken to reinforce the importance of positive behaviour in the school.
- Together, these approaches engender a shared understanding among pupils of what bullying is and what its effects can be. Our children learn that bullying is wrong.

Staff Training

We note that prevention of and dealing with bullying has formed an important part of the professional education of our teaching staff. Recognising the need for on-going training in this area, staff

will engage with training events through Dublin West Education Centre, the PDST, or other agencies, as they become available to raise awareness around bullying, and to enhance their skills in preventing and dealing with the different types of bullying that occur in schools. The need for such training will be discussed explicitly during the school-year planning period at the beginning of the first term of each year. The outcome of this discussion will be communicated to the Board of Management and training events will be put in place.

Yard Time

- Yard time can be a ‘hot-spot’ for bullying behaviour. The school’s procedures ensure that adequate numbers of staff are on duty in the yard at all times.
- The school has a proactive approach to encouraging positive behaviour on the yard.
- Behaviour at yard time is reviewed at staff meetings.

Supervision

- School activities are supervised and monitored at all times, with particular emphasis on those occasions when situations of bullying are more likely to occur, such as assembly time, play time, dismissal time and school outings/trips.

Disclosure

- Children are encouraged to disclose and discuss incidents of bullying behaviour.
- The difference between ‘telling tales’ about incidents of a minor nature and telling to ‘stay safe’ will be thoroughly explained.
- Specific initiatives which teach children that bullying should be reported are included in the curriculum-based approaches described above.

Role of parents

- Parents have a crucial role in the whole-school community approach to positive behaviour. This policy aims to provide parents with an understanding of the nature, types and effects of bullying. The description of bullying given in this policy, as provided by the Department of Education and Skills, establishes the clear distinction between negative behaviour and bullying.
- The school will seek to raise awareness among parents of issues related to bullying through the following measures: (i) circulation of this policy via the school website; (ii) provision of information on bullying; (iii) provision of guidelines on what to do if parents feel that their child is engaging in bullying/is being bullied at school; (iv) organizing information sessions on bullying (including cyber-bullying).
- The school’s Anti-Bullying Policy and Code of Behaviour will be provided online for all parents of new pupils in the school and can be provided in hard copy, when requested.

- Parents should encourage children to resolve difficulties without resorting to aggression and encourage children to share, to be kind, to be caring, and to be understanding towards others.
- Parents should look out for signs and symptoms that their child is being bullied or is bullying others and should report this to the school.
- Parents should discuss the school's anti-bullying policy with their child and endeavour to support the school in its efforts to prevent and treat bullying.
- Parents must take full responsibility for their children's inappropriate use of the Internet or mobile phones outside school. Parents should ensure that their child's use of social media is age-appropriate.

The Wider Community

- The school, through the Principal, will liaise with relevant parties in the wider community to raise awareness of the issue of bullying. Our neighbours in the community and others such as coach drivers and school traffic wardens will be made aware of the importance of reporting instances of bullying behaviour involving our children to the school. They will be asked to make any such reports to the school Principal.

6. Investigation, follow-up and recording of bullying; intervention strategies.

The school's procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies used by the school for dealing with cases of bullying behaviour are as follows (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

- (i) Bullying behaviour thrives where there is confusion about what constitutes bullying, when strategies and procedures are not in place, when children are too fearful to tell or feel that nothing will be done about it if they do tell. The procedures outlined here seek to ensure that all reports of bullying are investigated fully and with absolute fairness, and that children who report bullying feel safe and supported.
- (ii) The primary aim for the relevant teacher in investigating and dealing with bullying is to ensure that the bullying stops; to resolve any issues; and to restore, as far as is practicable, the relationships of the parties involved (rather than to apportion blame).
- (iii) All reports of bullying, including anonymous reports, will be investigated and dealt with by the relevant teacher (usually the Class Teacher - see Section 4 above) who will exercise his/her professional judgement in relation to the actions that need to be taken and any discussions with those involved. Having all such reports treated seriously will build the children's confidence in 'telling'.
- (iv) Serious incidents, or a recurring incident of bullying behaviour which has, in the opinion of a teacher, not been adequately or appropriately addressed within 20 school days will be recorded on the DES template, stored securely on the Aladdin database and reported to the principal/deputy principal. The teacher will also use the DES recording template where he/she considers the bullying behaviour to constitute serious misconduct.
- (v) Pupils and parents may bring a concern about incidents of bullying to any teacher in the school, or to the Principal. A teacher who has been informed of concerns about bullying in this way must ensure that the relevant teacher (see Section 4) and/or the Principal are informed of the issue.

- (vi) All teaching and non-teaching staff (school secretary, SNAs, caretaker, cleaners, etc.) who witness bullying should report it to the relevant Class Teacher or to the Principal.
- (vii) Pupils will be informed that when they report incidents of bullying, they are acting responsibly.
- (viii) A calm, unemotional, problem-solving approach will be used to deal with bullying.
- (ix) Incidents of bullying will initially be dealt with by the Class Teacher (i.e. the relevant teacher). All incidents will be dealt with sensitively and with due regard for the rights of all involved, including the rights of privacy and confidentiality.
- (x) Answers will be sought to questions of What, Where, When, Who and Why.
- (xi) On being informed of an alleged incident of bullying, the teacher dealing with it will first interview the alleged victim(s) and discuss the feelings which the alleged victim(s) experienced because of the bullying behaviour. In addition to interviewing the relevant children, it may be appropriate and helpful to ask children to write about the incident(s) and their feelings on it.
- (xii) An interview will then take place with the alleged perpetrator(s) (where there is more than one alleged perpetrator, pupils will be met individually first and then as a group).
- (xiii) Where the relevant teacher has determined that a pupil has engaged in bullying behaviour, it should be made clear to him/her how he/she is in breach of the school's code of behaviour. Efforts will be made to ensure that he/she sees the situation from the perspective of the pupil being bullied.
- (xiv) Having discussed the negative impact which bullying has on both victim(s) and perpetrator(s), and when the relevant teacher deems it appropriate, the parties will be brought together in a safe and sensitive manner to work together towards the restoration of a positive, mutually respectful relationship where bullying does not occur again. We note that the different parties have different but complementary responsibilities in engaging with this process. This will be done under the guidance of the Class Teacher. This process respects the primary aim of the investigation of incidents of bullying as described in item (ii) above.
- (xv) It is recognised that the approach of item (xiii) may not be appropriate to every incident of bullying, especially those of a more serious nature, or where bullying persists. In such cases, escalation as per item (xvi) will take place and alternative approaches will be taken. It is recognised that the appropriate course of action may involve the imposition of sanctions, up to and including suspension/expulsion. The school's Code of Behaviour (which adheres to relevant legislation and the National Educational Welfare Board's *Guidelines for Schools* in relation to imposing suspension/expulsion on a child) will be implemented as appropriate.
- (xvi) In all cases where a teacher deems that bullying behaviour has occurred, a record of the incident(s) must be submitted to and retained by the Principal using the form *Appendix B: Template for Recording Bullying Behaviour* (see below). The parents of the parties involved will be contacted no later than this stage to inform them of the matter and to explain the actions being taken (by reference to the school policy). It is recognised that in some cases, it will be necessary to contact parents at an earlier stage, depending on the seriousness of the incident. The school will give parents an opportunity of discussing ways in which they can reinforce or support the actions being taken by the school and the supports for their pupils.

- (xvii) Incidents which are of a serious nature may require to be referred to the Principal. The parents of victims and alleged perpetrators will be informed at an early stage that the investigation has been escalated in this manner.
- (xviii) Where an incident of bullying has occurred, the relevant teacher and the Principal will ensure that other relevant staff members (e.g. those on yard duty, those supervising the pupils involved in any capacity) are aware of the incident. The aim of this is to ensure “continuity of care” for the children at a vulnerable time. Staff should be particularly aware of the pressures that may come to bear on children involved in bullying perpetrated by a group.
- (xix) Where further action is required on foot of the alleged bullying, this will be undertaken following the procedures described in the school’s Code of Behaviour, and will involve the Board of Management as per those procedures.
- (xx) Parents and pupils are required to co-operate with any investigation and assist the school in resolving any issues and restoring, as far as is practicable, the relationships of the parties involved as quickly as possible.
- (xxi) In cases where it is considered by the relevant teacher that the bullying behaviour has not been resolved within 20 school days of when the bullying occurred, it will be recorded again by the relevant teacher (see *Appendix B: Template for Recording Bullying Behaviour*). In such a case, the form should be clearly marked “Repeat report of this incident”.
- (xxii) In determining whether a bullying case has been adequately and appropriately addressed the relevant teacher must, as part of his/her professional judgement, take the following factors into account: whether the bullying behaviour has ceased; whether any issues between the parties have been resolved as far as is practicable; whether the relationships between the parties have been restored as far as is practicable; and any feedback received from the parties involved, their parents or the school Principal or Deputy Principal.
- (xxiii) Where a parent is not satisfied that the school has dealt with a bullying case in accordance with these procedures, the parents will be referred, as appropriate, to the school’s complaints procedures. In summary, the school’s complaints procedure requires that a complaint be made first to the relevant teacher, and then (in order, if the previous stage did not lead to resolution) to the Principal, the Board of Management and the Patron body.
- (xxiv) In the event that a parent has exhausted the school's complaints procedures and is still not satisfied, the school must advise the parents of their right to make a complaint to the Ombudsman for Children.
- (xxv) Where the Principal and/or Board of Management has concerns that bullying behaviour on the part of a child is part of a pattern of behaviour that gives rise to serious concern, he/she will make appropriate referral to the relevant external agencies. The advice of the National Educational Psychology Service may be sought as appropriate.
- (xxvi) Where the instances of bullying fall into the relevant categories, the school will refer those instances to the appropriate agencies (HSE Children and Family Services, National Educational Psychological Service, An Garda Síochána) in line with Sections 6.8.12 – 6.8.14 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*.
- (xxvii) The school Principal will provide regular reports to the Board of Management on instances of bullying within the school: this will form part of the Principal’s report to the Board at each meeting.

- (xxviii) The Board of Management will undertake an annual review of the school's anti-bullying policy and its implementation. This review will be informed by *Appendix 4: Checklist for Annual Review of the Anti-Bullying Policy and its Implementation* of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*. This is included below as Appendix C to this document: the annual review will include the completion of this checklist by the Board of Management.

7. Support for pupils affected by bullying

The school's programme of support for working with pupils affected by bullying is as follows (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*):

A central principle of the school's approach to supporting victims of bullying is that all reports of bullying will be taken seriously: children who report bullying or who are reported as being victims of bullying will be listened to and supported. All reports of bullying will be acted on as described in Section 6 above.

The school recognises that bullying can have profoundly negative effects on those involved, both victims and perpetrators. Thus, a system of supports is in place to minimise these effects.

Following on from instances of bullying and having acted on this as described in Section 6 above, the school will closely monitor all pupils involved (both victims and perpetrators). This monitoring will be done primarily by the Class Teacher, in liaison with the Principal, but other relevant staff also have a role here (cf. Section 6, item (xviii)). This will allow the school to determine whether or not the bullying behaviour has stopped and to act accordingly as necessary. It will allow the school to gauge any negative effects that the incident(s) have had on those involved and will allow the school to take steps to counteract such effects.

Children affected by bullying will take part in activities to build self-esteem and self-worth and to build the resilience of all involved.

When those who have been bullied are ready, a restorative practice approach aimed at restoring positive relationships will be implemented. In this approach, the child who has engaged in bullying behaviour is encouraged to acknowledge their wrongdoing and the harm they have caused, and then acts restoratively (e.g. through an apology and an undertaking not to engage in bullying behaviour again). The victim of the bullying is encouraged to accept this apology and to allow the development of a positive relationship between the individuals involved (see also Section 6, item (xiii) above).

Where necessary, therapeutic support will be made available, to resolve deep hurts suffered by the victims. Likewise, supports will be made available to perpetrators to enable them take responsibility for their behaviour, to gain insight into why they are bullying and to change this behaviour.

All such supports will be applied in consultation with the children's parents, with relevant professionals and with relevant national agencies.

8. Supervision and Monitoring of Pupils

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

9. Prevention of Harassment

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

Lucan East ETNS strives to provide a positive, welcoming and respectful environment for all members of the school community. Thus, the school recognises that all members of the school community, both children and adults, have the right to learn, play, work or otherwise contribute to the life of the school free from harassment by other members of the school community.

10. Date of Adoption

This policy was first adopted by the Board of Management on 25th June 2014.

11. Dissemination

This policy has been made available to school personnel, published on the school website and provided to the PTA.

12. Review of the Policy

This 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 PTA. A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed:


(Chairperson of Board of Management)

Signed:


(Acting Principal)

Date: 29th November, 2022

Date: 29th November, 2022

Appendix A – Types of Bullying

The following extract comprises Section 2.2 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

The following are some of the types of bullying behaviour that can occur amongst pupils:

- **Physical aggression:** This behaviour includes pushing, shoving, punching, kicking, poking and tripping people. It may also take the form of severe physical assault. While pupils often engage in ‘mess fights’, they can sometimes be used as a disguise for physical harassment or inflicting pain.
- **Intimidation:** Some bullying behaviour takes the form of intimidation: it may be based on the use of very aggressive body language with the voice being used as a weapon. Particularly upsetting can be a facial expression which conveys aggression and/or dislike.
- **Isolation/exclusion and other relational bullying:** This occurs where a certain person is deliberately isolated, excluded or ignored by some or all of the class group. This practice is usually initiated by the person engaged in bullying behaviour and can be difficult to detect. It may be accompanied by writing insulting remarks about the pupil in public places, by passing around notes about or drawings of the pupil or by whispering insults about them loud enough to be heard. Relational bullying occurs when a person’s attempts to socialise and form relationships with peers are repeatedly rejected or undermined. One of the most common forms includes control: “Do this or I won’t be your friend anymore” (implied or stated); a group ganging up against one person (girl or boy); non-verbal gesturing; malicious gossip; spreading rumours about a person or giving them the “silent treatment”.
- **Cyber-bullying:** This type of bullying is increasingly common and is continuously evolving. It is bullying carried out through the use of information and communication technologies such as text, social network sites, e-mail, instant messaging (IM), apps, gaming sites, chat-rooms and other online technologies. Being the target of inappropriate or hurtful messages is the most common form of online bullying. As cyber-bullying uses technology to perpetrate bullying behaviour and does not require face to face contact, cyber-bullying can occur at any time (day or night). Many forms of bullying can be facilitated through cyber-bullying. For example, a target may be sent homophobic text messages or pictures may be posted with negative comments about a person’s sexuality, appearance, etc.
- **Name calling:** Persistent name-calling directed at the same individual(s) which hurts, insults or humiliates should be regarded as a form of bullying behaviour. Often name-calling of this type refers to physical appearance, e.g., size or clothes worn. Accent or distinctive voice characteristics may attract negative attention. Academic ability can also provoke name calling. This tends to operate at two extremes. There are those who are singled out for attention because they are perceived to be weak academically. At the other extreme there are those who, because they are perceived as high achievers, are also targeted.
- **Damage to property:** Personal property can be the focus of attention for bullying behaviour. This may result in damage to clothing, mobile phone or other devices, school books and other learning material or interference with a pupil’s locker or bicycle. The contents of school bags and pencil cases may be scattered on the floor. Items of personal property may be defaced, broken, stolen or hidden.
- **Extortion:** Demands for money may be made, often accompanied by threats (sometimes carried out in the event of the targeted pupil not delivering on the demand). A pupil may also be forced into theft of property for delivery to another who is engaged in bullying behaviour.

Appendix B Template for recording bullying behaviour

1. Name of pupil being bullied and class group

Name _____ Class _____

2. Name(s) and class(es) of pupil(s) engaged in bullying behaviour

<div style="border-bottom: 1px solid black; margin-bottom: 5px;"></div> <div style="border-bottom: 1px solid black; margin-bottom: 5px;"></div>

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

Pupil concerned	
Other Pupil	
Parent	
Teacher	
Other	

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

Playground	
Classroom	
Corridor	
Toilets	
School Bus	
Other	

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		Cyber-bullying	
Damage to Property		Intimidation	
Isolation/Exclusion		Malicious Gossip	
Name Calling		Other (specify)	

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

Homophobic	Disability/SEN related	Racist	Membership of Traveller community	Other (specify)

8. Brief Description of bullying behaviour and its impact

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9. Details of actions taken

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Signed _____ (Relevant Teacher) Date _____

Date submitted to Principal/Deputy Principal _____