

Polasaí Frith-Bhulaíochta – *Anti-Bullying Policy*

1. Dé réir treoireacha an Acht Oideachais (Leas) 2000 agus treoirínte Chóid Smachta foilsithe ag an B.N.O.L. tá an Polasaí Frith-Bhulaíochta seo eagraithe ag Bord Bainistíochta Ghaelscoil Uí Riada, laistigh de Chód Riailbhéasa agus Smachta na Scoile. Cloínn an polasaí seo go hiomlán le riachtanais leagtha amach in ‘*Anti-Bullying Procedures for Primary and Post Primary Schools*’ i Meán Fómhair, 2013. Clúdaíonn an Polasaí seo eachtraí a tharlaíonn taobh istigh d’am scoile, nó iad sin a tharlaíonn taobh amuigh ag imeachtaí eagraithe ag an scoil.

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 Gaelscoil Uí Riada 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 covers incidents that occur within school time or those that occur outside at activities organised by the school.

2. Tuigeann an Bord Bainistíochta an baol atá i mbulaíocht agus an tionchar diúltach a d’fhéadfadh a bheith i saol na ndaltaí agus dá bhrí sin, tá an Bord ag cloí le prionsabail dea-chleachtais chun dul i ngleic le seo agus chun iompar bhulaíochta a sheachaint.

The Board of Management 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:

- a. Cultúr agus atmásfeár scoile dearfach: *A positive school culture and climate which:*
 - a chothaíonn meas idir mhuintir uile na scoile *promotes respectful relationships across the school community;*
 - a fháiltíonn roimh dífríochtaí agus atá bunaithe ar uilghabháileacht; *is welcoming of difference and diversity and is based on inclusivity;*
 - a mholann dalta chun cásanna bulaíochta a lua agus a phlé in atmásfeár sábháilte, *encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment;*
- b. Ceannaireacht éifeachtach *Effective leadership.*
- c. Cur chuige uile scoile *A school-wide approach.*
- d. Tuiscint ar cad is bulaíocht ann agus a tionchar. *A shared understanding of what bullying is and its impact.*

e. Cur i bhfeidhm stráiteisí oideachasúla agus seachanúla:

Implementation of educational and prevention strategies (including awareness raising measures) that-

- a chothaíonn meas, ionbhá agus athléimneacht i ndaltaí
build empathy, respect and resilience in pupils; and
- a théann i ngleic le bulaíocht ar líne agus saghasanna bulaíochta eile.
explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.
- f. Féitheoireacht agus Monatóireacht éifeachtach ar daltaí
Effective supervision and monitoring of pupils;
- g. Tacaíocht don bhfoireann scoile. *Supports for staff;*
- h. Taifead, fiosrú agus leanúint ar chásanna bulaíochta – stráiteisí éifeachtacha san áireamh.
Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies);
- i. Meastóireacht leanúnach ar éifeacht an polasaí frith-bhulaíochta
On-going evaluation of the effectiveness of the anti-bullying policy.

3. Dé réir “*Anti-Bullying Procedures for Primary and Post Primary Schools*”, séard is bulaíocht ann ná:

“Ionsaí leanúnach labhartha, siceolaíoch nó fisiciúil, á dhéanamh ag duine aonair nó ag grúpa ar dhuine (nó dhaoine) eile a tharlaíonn thar tréimhse ama.”

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....”.

Tá na saghasanna bulaíochta a leanas san áireamh sa sainmhíniú seo ar bhulaíocht:
The following types of bullying behaviour are included in the definition of bullying:

- Gearradh amach d’aon ghnó, cúlchaint mailíseach agus saghasanna eile bulaíochta i ngrúpa.
deliberate exclusion, malicious gossip and other forms of relational bullying,
- Bulaíocht ar-líne *cyber-bullying*
- Bulaíocht maidir le hinsce, cine, míchumas nó bheith mar bhall den lucht siúil.
Identity based bullying, such as homophobic or racist bullying, bullying of those with special educational needs or of those who are members of the travelling community.

Ní hairítear ionsaí uair umá seach nó téacs nó teachtaireacht aonair faoin mhíniú seo ach déantar díleáil leo fós faoi Cod Iompar agus Riailbhéasa na Scoile.

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 behaviour.

4. Fíosrú agus díleáil le heachtraí bhulaíochta

Investigating and Dealing with Bullying Behaviour

- ❖ Má tá tuismitheoir buartha maidir le heachtraí bhulaíochta, ba chóir dóibh labhairt leis an múinteoir ranga ar dtús.
Any parent concerned about possible instances of bullying should speak first to the class teacher.
- ❖ 'Sé/Sí an múinteoir cuí chun fiosrúcháin a dhéanamh ar eachtraí bhulaíochta agus díleáil leo ná an múinteoir ranga.
The relevant teacher for investigating and dealing with incidents of bullying is the class teacher.
- ❖ 'Sí an príomhaidhm ná na fadhbanna a réiteach agus an gaol idir na páirtithe a réiteach, seachas milleán a chur ar éinne.
The primary aim is to resolve issues and restore the relationship between the parties as far as it is practicable, rather than to apportion blame.
- ❖ Caithfear gach tuairisc (fiú tuairiscí rúnda) a fhiosrú. Seo chun nós a chothú ina n-insíonn na leanaí a scéalta.
Each incident, even those that are confidential, is investigated. This is to encourage children to tell their stories.
- ❖ Foireann iomlán na scoile ar an eolas maidir le heachtraí a thuairisciú.
All members of staff are made aware of the need to report incidents.
- ❖ Comhoibriú tuismitheoirí/daltaí an-tábhachtach chun tacú le hobair na scoile chun bulaíocht a sheacaint.
The co-operation of parents and pupils is extremely important in trying to avoid bullying behaviour in the school.
- ❖ Tábhachtach go dtuigfidh gach duine an nós imeachta ón tús.
Important that all are aware of the procedures to be followed.
- ❖ Ba chóir do mhuinteoirí cur chuige socair, ar nós réiteach faidhbe, a leanúint i gcásanna bhulaíochta.
Investigating teachers should investigate cases in a calm and reasoned manner.
- ❖ Fiosrúcháin déanta taobh amuigh den seomra ranga níos fearr. Is féidir leanaí nach bhfuil páirteach a cheistiú chomh maith.
Investigations should be carried out outside the classroom. Children not directly involved may also be questioned.
- ❖ Lorg : Cad? Cathain? Cén ait? Cé? agus Cén fath? i slí socair chun sampla maith a bhunú i gcás réiteach faidhbe.
What? When? Where? Who? and Why? should be ascertained in a calm manner to set an example about seeking solutions to problems.

- ❖ Grúpa a cheistiú ina n-aonar ar dtús taobh amuigh den rang agus ansin le chéile.
A group could be questioned together having previously been questioned individually
- ❖ Tuairisc a lorg ó daltaí i Rang II agus ar aghaidh.
A written report may be sought from pupils of Rang II and upwards
- ❖ Más cás bulaíochta atá ann, ba chóir fios a chur ar tuismitheoirí go luath chun an scéal a mhíniú, laistigh de pholasaí na scoile.
If it is considered a case of bullying, then parents should be contacted as soon as possible to explain the situation, within the guidelines of the policy.
- ❖ I gcás bulaíochta ba chóir a dhéanamh sóiléir don duine á dhéanamh go bhfuil rialacha briste agus ba chóir féachaint air ó thaobh an duine eile de.
In the case of bullying, it should be made clear to the individual causing the bullying that rules have been broken and that they should try to see the incident from the other persons point of view.
- ❖ Má tá smachtbhannaí (sanctions) i gceist - is cás príobháideach é seo idir an scoil, an dalta agus a t(h)uismitheoirí.
Any sanctions taken will be a matter for the pupil, the parents, and the school
- ❖ Cruinnithe eile níos déanaí más gá. *Follow up meetings may be organised.*

5. Stráitéisí / Strategies.

'S iad na stráitéisí a úsáidfí an scoil chun bulaíocht a sheacaint ná:

The education and prevention strategies that will be used by the school are as follows:

- 1) Ba chóir do gach duine meas a thaispeáint ar daoine eile.
All members of the school community are expected to show respect for others.
- 2) Cultúr scoile a leagann béim ar meas ar daoine eile i gcónaí.
School ethos that promotes respect for others at all times.
- 3) Tionól na maidine a úsáid mar deis chun meas ar daoine eile a shoiléiriú agus chun deimhniú nach nglacfar le bulaíocht sa scoil.
School assembly reiterates respect for all and no tolerance of bullying behaviour.
- 4) Ceachtanna i ngach rang ar bhulaíocht mar chuid den chlár O.S.P.S. sa scoil.
Bullying is dealt with as part of the S.P.H.E. programme in school for each class.
- 5) Labhrann múinteoir ranga mar gheall air de réir mar a thagann sé chun cinn sa seomra ranga.
Class Teacher discusses the issue if it should arise in class.
- 6) Múintear ceachtanna '*Fán Slán*' gach bliain. San áireamh anseo ceacht ar conas díleáil le fadhbanna ar-líne nó le guthán póca.
'Stay Safe / Fán Slán' classes taught each year. In addition, a class will be devoted to dealing with problems on-line or with mobile phones and advice on how to deal with such issues.

- 7) Deiseanna sa Churaclam scoile chun béim a leagadh ar meas agus nach bhfuil bulaíochta inglactha.
Opportunities in other curricular areas to emphasise respect and non-acceptance of bullying behaviour.
- 8) Féinmheas na ndaltaí a chothú agus a fhorbairt trí freagracht a thabhairt, moladh talainn a léiriú.
Children's self-esteem is nurtured and developed through developing a sense of pride in their work, their school, giving responsibility, praise and opportunities to use their talents.
- 9) Polasaí Scoile le haghaidh Fóin Póca.
School Policy which prohibits use of mobile phones during school hours.

6. Ag Tuairisciú Eachtraí Bhulaíochta *Recording Incidences of Bullying*

- Nósanna sóiléire chun nótaí foirmeála agus tuairiscí ar cásanna bhulaíochta a bheith sa Pholasáí Frith Bhulaíochta.
Clear guidelines for formal noting and recording of bullying incidents in the Anti-Bullying Policy.
- **Gach** tuairisc fiosraithe. ***Each*** incident investigated.
- Más bulaíocht é **caithfear** nótaí a choimeád. *If it is considered bullying, notes must be kept.*
- I gcásanna áirithe caithfear tuairisc a scríobh agus an Príomhoide a chur ar an eolas.
In certain instances a report must be written and the principal must be informed.
- Iompar nach féidir bulaíocht a ghlaoch ar, beidh sé faoin Cód Iompar agus Smachta.
Behaviour not considered bullying may be dealt with following the school's Code of Behaviour and Discipline.
- 'Sé/Sí an Múinteoir Cuí chun fiosrúcháin a dhéanamh agus díleáil le bulaíocht ná an múinteoir ranga. Ba chóir labhairt leis an múinteoir ranga ar dtús.
- *The Relevant Teacher for dealing with incidents of bullying behaviour is the Class Teacher. Parents should speak to the Class Teacher if they have any concerns regarding bullying behaviour.*

7. Tacaíocht do Dhaltaí i gCásanna Bulaíochta

Support for Pupils affected by Bullying

Tabharfaidh an scoil gach tacaíocht do pháiste a d'fhulaing bhulaíochta, laistigh de na hacmhainní, ar fáil trí:

Pupils who have suffered bullying will be supported by the school, as far as resources are available, through:

- Tacaíocht a fháil ó fhoireann na scoile. *Support from members of school staff.*
- Deiseanna a fháil bheith páirteach in imeachtaí a chothóidh féin-mhuinín agus a chabhróidh le cairdeas a fhorbairt agus a threiseoidh scileanna sóisialta na ndaltaí sin.
Provision of opportunities to participate in activities designed to raise self-esteem, to develop friendships and social skills and to build resilience.
- Déanfar moladh maidir le cabhair profisiúnta más gá.
A referral for counselling may be made if it is deemed necessary.
- Déanfaidh an scoil a dícheall tacaíocht a thabhairt do daltaí atá sáite in iompar bhulaíochta chun a chur in a luí orthu go dtaispeánaimid meas ar gach éinne agus chun deis a thabhairt dóibh a féin-mhiniú a fhorbiart i slí dearfach.

Support will also be provided for pupils involved in bullying behaviour to reinforce the school's ethos of respect for everyone and non-tolerance of bullying. Opportunities will also be given to develop self-esteem in a positive way.

8. Féitheoireacht agus Monatóireacht ar Dhaltaí

Supervision and Monitoring of Pupils

1. Féitheoireacht sa seomra ranga.
In classroom, pupils are under the supervision of class teacher or support teacher.
2. Féitheoireacht sa chlós ag am sosa.
Pupils in yard are under supervision of a teacher/SNA on a rota basis.
3. Féitheoireacht ag am dul abhaile.
Pupils are supervised leaving the school at 2.30 pm.
4. Féitheoireacht ag amanna 'ar leith' m.sh. sa Halla, ar turasanna srl.
Pupils are supervised while in the Hall or on any trips organised by the school.

9. Prevention of Harassment Ciapadh a Sheacaint

Deimhníonn an Bord Bainistíochta go ndéanfaidh sé, de réir an dlí ar ionannas, gach iarracht ar ciapadh ghnéasúil ar daltaí agus foireann scoile a sheacaint agus ciapadh na ndaltaí agus foireann na scoile ar aon ceann de na naoi gcúis i.e. gnéas, stádas síbhialta, stádas clainne, claonadh, creideamh, aois, míchumas nó bheith mar bhall den lucht siúil.

The Board of Management confirms that the school will, in accordance with its obligation under equality legislation, take all necessary steps to prevent the sexual harassment of pupils and staff or harassment under gender or transgender, social status, family status, orientation, religion, age, disability or membership of the travelling community.

10. Dheimhnigh an Bord Bainistíochta an polasaí seo ar an

This policy was adopted by the Board of Management on _____

11. Cuireadh an polasaí seo ar fáil do mhuintir uile na scoile agus ag an gCoiste Tacaíochta. Cuirtear cóip ar fáil don Roinn Oideachas agus Scileanna agus an patrún más gá.

This policy has been made available to school personnel and is ready accessible on request. A copy has been provided to the Parents Association and, if requested, will be made available to the Department of Education and Skills and to the Patron.

Déanfaidh an Bord Bainistíochta athbhreithniú ar an bpolasaí seo agus a chur i bhfeidhm go rialta. Scaipfear scéal maidir leis an athbhreithniú i measc pobal na scoile. Beidh tuairisc faoin athbhreithniú agus cinní ag éirí as ar fáil chomh maith.

This policy and its implementation will be reviewed regularly by the Board of Management notification of any review will be notified to school personnel and a record of the review and its outcomes will be available, if requested.