



Two Mile Community National School

Anti-bullying Policy

Introduction

Two Mile Community National School regards bullying as a serious infringement of individual rights and a serious threat to the self-esteem and self-confidence of pupils. Bullying is completely unacceptable. Any report of bullying will be treated with due gravity by staff and management.

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 Two Mile Community National School 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.

Key Principles of Best Practice

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 positive school culture and climate which is welcoming of difference and diversity, and which is based on inclusivity; encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; 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 that raise awareness, build empathy and respect, explicitly address the issues of cyber-bullying and identity-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.
- On-going evaluation of the effectiveness of the anti-bullying policy.

Definition of Bullying

In accordance with the Anti-Bullying Procedures for Primary and Post-Primary Schools, bullying is defined as **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, cyber-bullying, identity-based bullying such as 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.

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.

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.

Education and Prevention Strategies

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

We model respectful behaviour at all times.

We explicitly teach pupils respectful language and respectful behaviour.

We consistently tackle the use of discriminatory and derogatory language in the school.

We supervise and monitor classrooms, corridors, and school grounds.

The school's Anti-bullying Policy and Code of Behaviour are available in the school office for all parents to view.

The SPHE curriculum is fully implemented throughout the school.

The school delivers lessons on bullying from evidence-based programmes, e.g. Stay Safe Programme, Walk Tall Programme.

Procedures for Investigating Bullying Behaviour

The school has adopted section 6.8.9 and 6.8.10 of the *Anti-bullying Procedures for Primary and Post-Primary Schools* in its entirety for the investigation, follow up and recording of bullying.

Support

The school's programme of support for working with pupils affected by bullying is in accordance with section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

Supervision and Monitoring of Pupils

The Board of Management/ Single Manager 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.

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, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

This policy has been made available to school personnel and made available in the school office. A copy of this policy will be made available to the DES and the patron if requested.

This Policy was approved by the Board of Management on 8th April 2019.

Review

The Policy will be reviewed by the Board of Management in June 2020.