

Anti-bullying Policy

St. Gabriel's School

Springfield Drive, Dooradoyle, Limerick

www.stgabrielsschool.ie

Roll No.	19603L
Designation	Non-denominational
Principal Teacher	Siobhán Murphy
Mission Statement	Our mission at St. Gabriel's School is to provide pupils with an education that is challenging and appropriate to their needs in a safe and caring environment.
Policy	Anti-bullying Policy
Date created	2015
Date reviewed	March 2020
Approved by	<i>Mary O'Donovan</i>
	<i>Chairperson, Board of Management</i>
	<i>March 4th, 2020</i>
Date for review	March 2021

In accordance with the requirements of the *Education (Welfare) Act 2000* and the code of behaviour guidelines issued by the *National Educational Welfare Board*, the Board of Management of St. Gabriel's 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.

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 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 identity-based bullying including in particular, 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;

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 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 and
- 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.

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

Investigating

The relevant teacher for investigating and dealing with bullying is Siobhán Murphy.

Prevention strategies

The education and prevention strategies including strategies specifically aimed at cyberbullying and identity based bullying including in particular, homophobic and transphobic bullying that will be used by St. Gabriel's School include the following:

Stay Safe Programme - adapted by teaching staff of the school

Webwise and HTML Heroes - PDST created resources

Talk and discussion - where appropriate

Role Play - where appropriate

INTO Working Together document (for staff).

In terms of investigation, follow-up, recording of bullying behaviour and implementing intervention strategies, the school will follow the *Procedures for Anti-bullying for Primary and Post Primary Schools* where deemed appropriate and the *INTO Working Together* document for alleged staff related bullying where appropriate.

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.

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.

This policy has been made available to school personnel, published on the school website and provided to the Parents' Association. A copy of this policy will be made available to the Department of Education and the patron, St. Gabriel's Centre, if requested.

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 Parents' Association. A record of the review and its outcome will be made available, if requested, to the Patron and the Department.