



Pobalscoil na Rosann
An Clochan Liath, Co. Dhun na nGall

The Rosses Community School
Dungloe, Co. Donegal

ANTI BULLYING POLICY

The Rosses Community School is committed to creating a safe environment for all students. The school endeavours to promote qualities of social responsibility, tolerance and understanding, and habits of mutual respect and courtesy.

1. 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 Pobalscoil na Rosann 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.
2. 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 cyberbullying 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); and
 - On-going evaluation of the effectiveness of the anti-bullying policy.



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3. 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*.

4. The relevant teachers for investigating and dealing with bullying are as follows:

Mr Gorman – Principal/Designated Liaison Person

Mrs Forrestal – Deputy Principal

Mrs Helena Cunningham – Guidance

All Year Heads

All members of the RCS Pastoral Care Team

RCS Prefects



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

Anti Bullying Week

Anti Bullying lessons in our Curriculum

Anti Bullying posters and displays at all times throughout our school

Parent/Teacher information evenings.

Verbal and written reinforcement from management and staff

6. 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:

Teacher will exercise his or her professional judgement to determine whether bullying has occurred.

Teacher will determine how best the situation might be resolved.

All reports, including anonymous reports of bullying will be investigated in confidence.

All auxiliary staff will be encouraged to report any incidents of bullying.

Incidents are dealt with outside of the classroom to ensure the privacy of all involved.

All reports of bullying are reported to management, guidance counselor and a member of the school's pastoral care team.

Parents of both parties will be notified by school.

At all times, our preferred and endorsed strategy for dealing with bullying behaviour is to enforce restorative practises.

Recording Bullying Behaviour

While all reports, including anonymous reports of bullying must be investigated and dealt with by the relevant teacher, the relevant teacher will use his/her professional judgement in relation to the records to be kept of these reports, the actions taken and any discussions with those involved regarding same.

All reports will be investigated fully and records of all reports are kept on file even those deemed not to be of bullying behaviour.

If it is established by the relevant teacher that bullying has occurred, the relevant teacher must keep appropriate written records which will assist his/her efforts to resolve the issue and restore, as far as is practicable the relationships of the parties involved.

The school will follow the guidelines of the Department of Education in all cases of bullying.



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7. The school's programme of support for working with pupils affected by bullying is as follows:

Students affected by bullying will meet regularly with a member of the school's pastoral care team.

Students affected by bullying will meet with the school's Guidance Counselor and Chaplain regularly.

Students will engage in activities designed to raise their self-esteem, develop their friendship and social skills and thereby build their resilience whenever this is needed.

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.

10. This policy was adopted by the Board of Management in June 2015

11. This policy has been made available to school personnel, published on the school website www.rossescommunityschool.ie and provided to the Parents' Association. A copy of this policy will be made available to the Department and the patron if requested.

12. 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.

MR JOHN GORMAN
PRINCIPAL

Date of next review: August 2018