

(a) Anti-bullying policy 2021

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 St. John's NS 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 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); and
- On-going evaluation of the effectiveness of the anti-bullying policy.
- In reading this document all parents acknowledge that they are aware the legal age for children using facebook is 13.
- All parents should be aware that there may be risks and dangers associated with their child using any form of social media (includes mobile phones, tablets, laptops, computers, game consoles etc) and that parental supervision is required in this area.
- Parents acknowledge the school has safeguards in place with regard to pupil internet/website access at school and outside of school this falls under parental responsibility
- Parents acknowledge the dangers of cyber bullying and should undertake to avail where possible of any information meetings organised by school or the Parents Council.

St. John's have adopted the KIVA programme as a key approach to tackling bullying behaviour.

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 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*):

Class teacher of pupil(s) involved.

Members of the Kiva team

Deputy Principal

The Principal.

5. **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*):**

School motto.

Kiva programme

Stay Safe/Walk Tall programmes (use of circle time to promote trust and respect).

Dinosaur School.

Incredible Years classroom management programme.

Multi-cultural week.

Mission Month.

Yellow/red/green card system for playground.

The A.U.P. policy

Relevant anti-bullying resources in the library.

Fun Friends

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 (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*) :

(b) Classroom teachers will investigate any alleged cases of bullying in their rooms.

(c) If the classroom teacher feels that it may be a case of bullying they will fill in a screening form which may be passed to the Kiva team.

(d) All allegations of bullying behaviour referred to the Kiva team will be recorded and investigated using Kiva documents and procedures.

(e) Members of the Kiva team will speak separately to the pupils involved, in an attempt to get both sides of the story. Interviews will be conducted following Kiva guidelines, with sensitivity and with due regard to the rights of all pupils involved. Pupils who are not directly involved and any adult staff may be interviewed because they may have useful information.

(f) It will be made clear to all pupils that when they report incidents of bullying they are not telling tales but are behaving responsibly.

(g) In cases where it has been determined that bullying behaviour has occurred, a plan shall be agreed with the pupils involved and reviewed within a short timeframe by the Kiva team. Parents/guardians of victims and bullies will be informed by the Kiva Team. In cases where the Kiva process does not remediate the issue parents/guardians will be contacted by the class teacher and the Assistant Principal as soon as possible so that they are given an opportunity of discussing the matter. They are then in a position to help and support their children before a crisis occurs.

(h) The standardised form Appendix 3 will be filled in and submitted to the Principal in cases where the teacher considers that the bullying behaviour has not been adequately and

appropriately addressed within 20 school days after he/she has determined that bullying behaviour occurred.

7. 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*) :

Pupils involved in bullying behaviour need assistance on an ongoing basis. Bullies may need counselling to help them learn other ways of meeting their needs without violating the rights of others. Victims may need counselling and opportunities to participate in activities designed to raise their self-esteem and to develop their friendship and social skills. The school will endeavor to provide counseling through the school counseling services.

Dinosaur school and Nurture room may be appropriate for pupils affected by bullying. The Home-School Liaison Teacher may play a role in providing information or support for parents.

It is hoped that the teaching of Kiva lessons at first and second class levels will aid in preventing bullying and that engagement in the kiva process will, in most cases, successfully remediate instances of bullying behaviour.

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 on _____ [date].

11. This policy has been made available to school personnel, published on the school website (or where none exists, is otherwise readily accessible to parents and pupils on request) and provided to the

Parents' Association (where one exists). 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 (or where none exists, be otherwise readily accessible to parents and pupils on request) and provided to the Parents' Association (where one exists). 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: _____
(Principal)