



ANTI-BULLYING POLICY

AT THE IRISH SCHOOL

Anti-Bullying Policy-Section A
(As incorporated into the Code of Behavior, section 2.1)

SCOPE OF POLICY

This policy applies to the whole school community and their relationship with students and therefore to students, teachers, management, council, parents, administration, security staff, transport personnel, sports teachers, and all support staff.

DEFINITION

Bullying consists of repeated inappropriate behaviour whether by word, by physical action or otherwise, directly or indirectly applied, by one or more persons against another person or persons which undermines the individual person's rights to persona; dignity.

Note: This is not to be confused with the good-natured banter that goes on as part of the normal social interchange between students or the normal professional classroom management by teachers.

TYPES OF BEHAVIOUR DEEMED TO BE INAPPROPRIATE

- Humiliation; including name-calling, reference to academic ability
- Intimidation; including aggressive use of body language
- Verbal abuse; anonymous or otherwise
- Physical abuse or threatened abuse
- Aggressive or obscene language
- Victimisation; including very personal remarks
- Exclusion and isolation
- Intrusion through interfering with personal possessions
- Repeated unreasonable assignment to duties that are obviously unfavourable.
- Repeated unreasonable deadlines or tasks.
- Threats, including demands for money.
- An attack by rumour, gossip, innuendo or ridicule on any individual's reputation.

STATEMENT ON BULLYING

- Every person in the School is entitled to respect and to be free of any type of bullying.
- The School will work proactively, as far as it can, to ensure that bullying does not take place.
- Reporting incidents of bullying is responsible behaviour.
- A record will be kept of all reported incidents of bullying.
- The matter will be dealt with very seriously.
- The School has a programme of support for both the bully and the bullied.
- Appropriate action will be taken to ensure that it does not continue.

CONSULTATION WITH EDUCATION PARTNERS THROUGH

- Discussion and agreement with students through student assemblies.
- Contribution from Parents through Parent/Teacher Meetings.
- Input from staff as agreed at Staff Meetings.



PROCEDURES FOR NOTING AND REPORTING INCIDENTS OF BULLYING

- Students should discuss any incident of bullying with a teacher or another trusted adult within the school system; this is responsible behaviour rather than “telling lies”
- Parents/guardians should contact the Class Teacher regarding incidents of bullying behaviour which they might suspect or that have come to their attention through their children or other parents
- In the case of a complaint regarding a staff member, this should be referred immediately to the Director.

Incidents of bullying behaviour; no matter how trivial, which are drawn to the attention of a teacher, will be dealt with promptly in the following manner:

- Appropriate personnel will interview all of the students involved in a bullying incident.
- The alleged victim and alleged perpetrators of the incident will be spoken to and encouraged to solve the problem.
- The alleged victim and perpetrators will be invited to write down any relevant details and a “Bullying Report Form” will be completed. Written statements from all involved in the incident will be attached to the Report Form.
- All interviews will be conducted with sensitivity and with due regard to the rights of all pupils involved.
- Records will be kept of all incidents and of the procedures that were followed.
- Where the incident is deemed to be minor, a verbal warning will be given to the bully to stop the inappropriate behaviour, pointing out how he/she is in breach of the Code of Behaviour and trying to get her to see the situation from the victim’s point of view. If deemed appropriate, parents may be contacted. The incident will no longer be considered if there is no recurrence within that academic term.
- If the behaviour persists, the Director and the Parents/guardians of the victims will be informed. Thus, they will be given the opportunity of discussing the matter and are in a position to help and support their children before a crisis occurs. Appropriate sanctions will be imposed. The incident will no longer be considered if there is no recurrence within that academic year.
- If there is serious incident, perhaps repeated verbal assault or coercion, the matter should be reported to the Deputy /Vice Principal or Director, parents will be involved and appropriate sanctions applied.
- Where the incident is deemed to be more serious(e.g.gross misbehaviour or physical assault),the Principal should be informed immediately and he/she will inform Council, if necessary.
- Where cases, relating to either student or teacher, remain unresolved at school level, the matter should be referred to Council.
- Offenders and victims of bullying may be referred to counseling.





SANCTIONS MAY INCLUDE

- A contract of good behaviour
- School community service
- Withdrawal of privileges
- Other sanctions as may be deemed appropriate
- Suspension
- Expulsion
- In the case of a complaint regarding a staff member, this should be immediately referred to the Director.
- In order to appeal a decision, a parent/student may request a review by putting it in writing to the Director.

ROLES AND RESPONSIBILITIES

The school management team are responsible for ensuring that the policy is implemented.

Success Criteria:

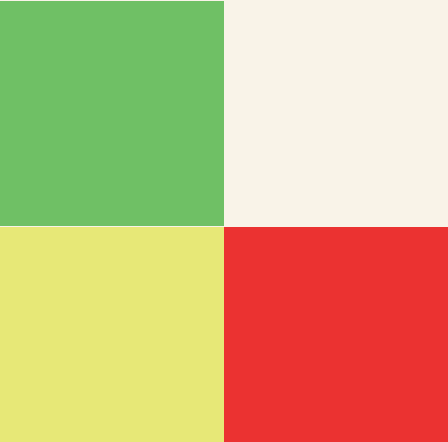

Well-being and happiness of the whole school community in the light of incidents of bullying behaviour encountered.

Monitoring implementation:

Parents/guardians and all members of staff; include on agenda for teaching staff meetings at least once a year.

Review and Evaluation:

Full review every three years; annual evaluation through random surveys drawn up by any of the three education partners to ascertain the level and type of bullying behaviour in the school. An annual report is to be presented to Council, every September, concerning the implementation of the policy during preceding academic year.



ANTI-BULLYING CHARTER

Respect and include

Don't bottle things up! Tell someone.

Think before you speak!

Being bullied is not your fault.

Don't let yourself be put down.

It's not just the students who are bullies
and bullied.

Bullying is not an option

Bullying in any form-physical,verbal,
non-verbal, exclusion, extortion- is not
tolerated in our school.

Any student who suffers or is aware of bullying
should tell a trusted adult,in the confident
expectation that it will be dealt with forthwith.

Teachers will intervene speedily,positively and in
a co-ordinated way to help as soon as they
become aware of a bullying incident.

All students are constantly and publicly
made aware that their physical welfare and
self-esteem,as well as their educational needs,
are of the highest priority within the whole
school community.

The potential presence of bullying in the
school will be an on-going public issue within
the school and students will be asked to
look out for each other.

BULLYING REPORT FORM

Reporter's Name _____

Parent box _____

Teacher _____

Student _____

Other _____

Date of Incident(s) _____

Date of Report _____

Details of Incident(s)/Bullying Behavior

Signature of Reporter _____

Attachments _____

Class Teacher's Signature _____ Date _____

Action Taken

Completed forms to be returned to the Director

The first page of the manual should be a perforated page so that parents can tear out on registration, sign and hand back to the school to be placed in their child's file. Sample layout

Name of Student _____ Name of Parent _____

I have received

- 1). A copy of the prospectus
- 2). A copy of the fee structure and the conditions applicable
- 3). A copy of the Behaviour Document
- 4). A copy of Anti-Bullying policy

I accept the terms of admittance, and agree to abide by the rules and regulations of the school as laid down in our policy documents.

Signed _____ Date _____