



PATRICIAN SECONDARY SCHOOL
NEWBRIDGE, CO. KILDARE.

Meánscoil Phádraig, Droichead Nua, Co. Chill Dara.



Anti-Bullying Policy of Patrician Secondary School, Newbridge

The Patrician Secondary School as a Christian Community commits itself to the development of all its members in an environment of cooperation and mutual respect.

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 Patrician Secondary 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. This policy supports our Code of Behaviour and commits the school community to carrying out our school mission statement.

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) A positive school culture and climate which:

- is welcoming of difference and diversity and is based on inclusivity. our Whole School evaluation of April 2012 highlighted the school as caring and inclusive. This policy aims to continue this excellent feature of our school.
- encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
- promotes respectful relationships across the school community. This is emphasised at the start of year assemblies with parents, teachers and students in attendance.

(b) Effective leadership via school staff, parents and students.

(c) A school-wide approach in which positive respectful relationships are promoted across the entire curriculum.

(d) A shared understanding of what bullying is and its impact. This is reflected in the Anti-Bullying Charter produced by our Student Council in May 2013 and supported by the Board of

Management, Parents Association and teaching staff.

(e) 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.

(f) Effective supervision and monitoring of pupils

(g) Supports for staff. There is a commitment to the Continual Professional and Personal Development of staff to support their wellbeing along with the wellbeing of students.

(h) Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies). There is a template for recording bullying behaviour available in the staffroom and school office. The recorded incidents are kept on file in the Deputy Principals office.

(i) On-going evaluation of the effectiveness of the anti-bullying policy.

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. This policy works in conjunction with our policy on use of Personal Electronic Devices.

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 are as follows: subject teachers, class tutors, year heads, guidance counsellors, deputy principal and 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 embedded in the curriculum across all subjects and school activities.

6. The school's programme of support for working with pupils affected by bullying includes the Care Team, Pastoral care policy, Code of Behaviour and Guidance. Each student affected by Bullying will be supported by the relevant school personnel given the circumstances of a particular incident.

7. 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.

8. 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.

9. This policy was adopted by the Board of Management on 8th May 2014.

10. 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 and the patron if requested.

11. 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.

Signed: Cormac Connors Signed: Pat O'Leary
8 May 2014 8/5/14.
(Chairperson of Board of Management) (Principal)

Date: _____ Date: _____

Date of next review: _____

BOARD OF MANAGEMENT POLICY ON BULLYING

Every pupil in the Patrician Secondary School has the right to enjoy his learning and leisure free from intimidation in both the school and surrounding community.

Our school community will not tolerate unkind actions or remarks, even if they are not intended. Any unkind action or comment will be called bullying.

The Board of Management of the Patrician Secondary school, Newbridge, has a responsibility to uphold the ethos and stated mission of the school. The board does not tolerate bullying and it directs the Principal and Staff to ensure that bullying is not allowed to occur. It will support the Principal and Staff in the pursuit of this disciplinary policy.

The following resolutions have been passed by the Board with the support of Teachers, the Parents Association and the Student Council:

1. Complicity by a student in any act of bullying, intimidation, incitement or retaliation against any other member of the school community shall result In the student facing sanctions up to and including expulsion.
2. A student who has previously been found culpable of bullying and has been dealt with under the schools discipline procedures will face expulsion if it is found that he has involved himself in any other act of bullying. This involvement is defined to include the incitement of others to such incidents of bullying. It includes:
 - (a) Any retaliation against a previous victim whether committed outside school-time, or in

holiday periods, or outside the school grounds.

(b) Any act of bullying against any member of the school community.

These provisions shall apply to all students for the duration of their enrolment in the school.

At least one parent or legal guardian of any student found culpable of bullying will be asked, together with the student, to sign below as an acknowledgement of their understanding of the board of Management ruling on further involvement or association with bullying.

Signature of Student:

Signature of Parent/Guardian:

Signature of Parents/Guardian:

Signature of Principal:

Resolutions 1, 2 and 3 will apply even if there is a failure to sign. A refusal to sign will be noted by the Board.