



# PATRICIAN SECONDARY SCHOOL

NEWBRIDGE, CO. KILDARE, W12 XV38

*Meánscoil Phádraig, Droichead Nua, Co. Chill Dara.*



## Anti-Bullying Policy of Patrician Secondary School, Newbridge

1. In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the National Education Welfare Board (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.

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;
  - encourages pupils to disclose and discuss incidents of bullying behaviour in a non- threatening environment; and
  - promotes respectful relationships across the school community;
- (b) Effective leadership
- (c) A school-wide approach
- (d) A shared understanding of what bullying is and its impact
- (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
  - create awareness, inclusion and respect for neurodiversity and those with disabilities and special education needs.
  - Including in particular, homophobic, transphobic and neurodivergent bullying.
- (f) Effective supervision and monitoring of pupils
- (g) Supports for staff;

(h) Consistent recording, investigation and follow up of bullying behaviour

(including use of established intervention strategies)

(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.

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 School.

4. The relevant teachers for investigating and dealing with bullying are as follows: (see also Section 6.8 of the Anti-Bullying Procedures for Primary and Post-Primary Schools):

- School Senior Management team.
- Year Heads and Assistants.
- Class Tutors.
- Members of the care team.
- Guidance Counsellors.
- Special Educational Needs (SEN) Coordinator.
- SEN Teacher.
- Class Teacher.
- Special Needs Assistants (SNAs.)

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 also Section 6.5 of the Anti-Bullying Procedures for Primary and Post-Primary Schools):

- Soar Foundation visits for TY students.
- Internet safety talks with 1<sup>st</sup> year TY and 5<sup>th</sup> year students. Particular emphasis on Social Media and Cyberbullying. Talk for parents, booklet for parents.
- FUSE Project – Online anti-bullying project in DCU.
- Activism, inclusion and equality club – Inclusion week.
- Inclusion talks and Continuing Professional Development (CPD) for staff from the Shout out charity.
- Student Council - Inclusion officer & Wellbeing Officer.
- Pupils Attitude to Self and School (PASS) testing for all students in Junior Cycle.
- Inclusion flag on display in the front of our school & mural on our wall at the entrance to the school.
- All incoming first years are interviewed by the senior management team when they are in 6<sup>th</sup> class. Any concerns are noted and used when planning first year classes.
- In-staff in service on appropriate use of language when dealing with other members of our school community.

- First year parent/tutor meetings take place during the first term, this gives parents the opportunity to give and receive feedback on their sons’
- Regular review of School Policies. These reviews include all stakeholders.
- Time out card.
- Mentoring programme for 6<sup>th</sup> year students – Meitheal Leaders.
- Care team meetings (weekly).
- Team building and building relationships during the first term of – School trips for all year groups. Organised sports and fun activities for each year group. Óglaigh na hÉireann doing team building exercises with all classes during the term.
- First year soccer tournament organised by our Sports Captain run over 5 weeks during the first term.
- LCA team building exercises and bonding in Killinthomas Woods, Rathangan.
- TY Respect workshops with Mr Doran, TY Coordinator and Guidance Counsellor.
- School motto “Ní heart go cur le chéile” clearly visible throughout the school and on our school jerseys.
- Safe spaces for vulnerable students.
- Assemblies for Students and Parents.
- Referral systems.
- Hidden Heroes awards – (where a staff member sees a student doing something positive e.g. helping a first year, the student is given a hidden hero award).
- Credits awarded for excellent effort in class.
- Ambassador school for Cycle against Suicide. Host school in 2016. Promoting positive Mental Health in our school community and our local community.
- Code of Behaviour.
- Anti-Bullying Policy.
- PED Policy.
- Adequate supervision of the school corridors and yard spaces to ensure the safety of all students within our care.
- Personal Development classes in first year. SPHE. RSE. CSPE.



- Anti-Bullying posters.
- Extra-curricular activities.
- Pro-active Parents' Association.
- Board of Management.
- Year Head and Tutor System.
- Child Protection training for all staff.
- Child safeguarding statement clearly on display in our front hall.
- Name of Designated Liaison Person (DLP) clearly visible in the front hall of the school.
- Anti-Bullying Code in our School Journal.

Useful links: [www.antibullyingcampaign.ie](http://www.antibullyingcampaign.ie)

[www.tacklebullying.ie](http://www.tacklebullying.ie)

[www.npc.ie/training-and-resources/training-we-offer/anti-bullying-training-for-parents](http://www.npc.ie/training-and-resources/training-we-offer/anti-bullying-training-for-parents)

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 also Section 6.8 of the Anti-Bullying Procedures for Primary and Post-Primary Schools): Reports of bullying from a class teacher or staff member and procedures for investigation, will be conducted and dealt in line with our school's Code of Behaviour. In addition, the "report of bullying behaviour" document (*see Appendix 1*) will be filled out and submitted to senior management. On receipt of this report, *Appendix 2* is completed. This details the restorative action taken following the receipt of the Bullying behaviour report. The agreed actions and follow up are recorded.

7. The school's programme of supports for working with pupils affected by bullying include:

- Counselling, internal and external.
- Restorative Practice (mindfulness and visualisations).
- Physical and emotional self-regulation.
- Physical sensory and down time in the sensory room.
- Child and Adolescent Mental Health Services (CAMHS.)
- Kildare Youth Services.
- One good Adult.
- Check and Connect.
- Social skills programmes.
- My friends first programme, resilience programme & my friends youth programme.
- Behaviour support service.
- Safe spaces within our school (rooms 1&9).
- Games room for our most vulnerable students.

- Time out card.
- Education Welfare Officer (EWO) – David Gillick.
- Juvenile Liaison Officer (JLO) – Mick Donnellan.

#### 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 has been made available to school personnel, published on the school website and is otherwise readily accessible to parents and pupils on request 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, is readily accessible to parents and pupils on request 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 (Proposed by): Mary Corrigan

Signed (Seconded by): Graeme Morrison

Signed (Principal): Pat Moloney

Signed (Chairperson): Pat O'Leary

Ratified by the Board of Management on: 18<sup>th</sup> April 2023



## PATRICIAN SECONDARY SCHOOL

NEWBRIDGE, CO. KILDARE, W12 XV33

*Meánscoil Phádraig, Droichead Nua, Co. Chill Dara.*



### 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.

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 school's code of behaviour 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 and 2 will apply even if there is a failure to sign. A refusal to sign will be noted by the Board.





# PATRICIAN SECONDARY SCHOOL

NEWBRIDGE, CO. KILDARE, W12 XV38

*Meánscoil Phádraig, Droichead Nua, Co. Chill Dara.*



## Notification regarding the Board of Management's annual review of the Anti-Bullying Policy

To : Le Chéile, Staff, Parents/Guardians, Students

The Board of Management of Patrician Secondary School wishes to inform you that :

- The Board of Management's annual review of the school's Anti-Bullying Policy and its implementation was completed at the BOM meeting of 18<sup>th</sup> April 2023.
- This review was conducted in accordance with the checklist set out in **Appendix 4** of the Department's *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

Signed : Pat O'Leary  
Chairperson, Board of Management

Date : 18/4/23

Signed : Pat Moloney  
Principal

Date : 18/4/23