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## Anti-Bullying Policy

### Definitions of Bullying

The Mission Statement of Coláiste na Rosann, Anagaire states that one of the aims of the college is to foster a sense of self-esteem, honesty and respect among all members.

The following definition of bullying behaviour has been established:

- “Bullying is behaviour which may be characterised by isolated or repeated incidents that are conducted by individuals or groups against others, whose experience of such behaviour is one of being subject to verbal, psychological or physical aggression or intimidation”.
- Bullying may take the forms of verbal/written bullying (e.g. attacks of a highly personal or sexual nature, which may be directed at a student, staff member or at extended family, culture, race or religion, or the spreading of malicious rumours), physical bullying, gesture bullying (non-verbal threatening gestures which convey intimidatory or frightening messages), exclusion, extortion (demands for money, possessions or equipment, or forcing a student to steal), interference with another’s property or E-bullying (the use of web-pages, e-mails and especially text messages to abuse, intimidate or attack a student).

It is not bullying when students of about the same age and strength have the occasional quarrel or conflict, nor when a member of staff offers constructive or fair criticism of a student’s behaviour or work performance.

### Aims

The aim of this policy and the strategies are in keeping with the Department of Education and Science’s 1993 Guidelines on Prevention and Countering of Bullying Behaviour in Primary and Post-Primary Schools are as follows:

- a) The college deems that bullying is an unacceptable form of interpersonal behaviour. We wish to raise awareness of this with the whole college – the Board of Management, the teaching and non-teaching staff, and the students and their parents/guardians alike.
- b) We wish to create an ethos that encourages students to disclose and discuss incidents of bullying behaviour.
- c) Procedures for reporting and documenting incidents of bullying will be implemented.
- d) Procedures for investigating and dealing with incidents of bullying behaviour will be implemented.
- e) A programme of support for those affected by bullying behaviour and for those involved in bullying behaviour will be provided.
- f) Evaluation procedures by which the effectiveness of this anti-bullying code may be measured will be implemented.
- g) Finally, we wish to promote this policy within the college to all students, parents and staff on a repeated basis, with particular attention being given to incoming students and their parents.

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### **Responsibility for the Co-ordination of Dealing With and Countering Incidents of Bullying Behaviour**

The Príomhoide will have responsibility for the co-ordination of dealing with and countering incidents of bullying behaviour.

All reported incidents of bullying behaviour will be noted down and investigated.

- a) Serious cases of bullying behaviour, in which there is an imminent risk to a person's physical or psychological well-being, will be referred immediately to the Príomhoide or Leas-Phríomhoide.
- b) A designated form will be filled out by the member of staff to which the incident of bullying behaviour has been reported. This will be passed on immediately to one of the designated anti-bullying policy co-ordinators in the college.
- c) If the matter remains unresolved at the college level, such cases are to be referred to the Board of Management. If unresolved there, such cases are to be referred to the Local Welfare Officer.

### **Procedures for Investigating and Dealing with Incidents of Bullying Behaviour**

Investigations of bullying behaviour and dealing with such incidents are the direct responsibility of the designated anti-bullying co-ordinators. Written records of all procedures will be made and kept.

- a) Individuals involved in the incident are to be interviewed separately by an anti-bullying co-ordinator and one other member of staff.
- b) In the case of a group involvement in an incident, members will be interviewed at first separately and then together.
- c) Individuals involved in the incident will be informed in the first instance that bullying behaviour is in breach of the college code.
- d) Parent/guardians will be informed as deemed necessary by the college authority. This will depend on the level or degree of the bullying behaviour in question.
- e) A designated behavioural contract form is to be filled out jointly by perpetrator(s) of the incident, at least one of the anti-bullying co-ordinators, and (where appropriate) the parent(s) / guardian(s) of the perpetrator. The form will specify behaviours, to be agreed upon at the time of interview, from which the perpetrator will agree to refrain, sanctions to be taken against the perpetrator, in line with the school discipline policy, should this agreement be broken.
- f) Arrangements will be made at the time of interview for a follow-up meeting to review progress, and, if necessary, to implement the agreed sanctions. In cases of serious breaches of the behavioural contract, matter will be referred directly to the Board of Management.
- g) As stated above (item 4 (c)), if the matter remains unresolved at the college level, such cases are to be referred to the Board of Management. If still unresolved such cases are to be referred to the Local Inspectorate.

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**A Programme of Support for Those Affected by Bullying Behaviour and for Those Involved in Bullying Behaviour**

At the discretion and suggestion of the anti-bullying co-ordinators, referrals to the counselling service can be made for those involved in incidents of bullying behaviour.

Raising Awareness of Bullying as a Form of Unacceptable Behaviour with College Management, Teachers, Pupils, Parents and Guardians;

- a) This anti-bullying code is included as part of the College Code of Behaviour.
- b) This anti-bullying code will be on permanent display in public areas of the college.
- c) Copies of this anti-bullying code will be circulated to all members of teaching and non-teaching staff and on our college website at [www.cnr.ie](http://www.cnr.ie).
- d) All newly appointed members of college staff will receive a personal copy of this code and be made aware of contents and attendant strategies by one of the designated anti-bullying co-ordinators.

**Encouraging Students to Disclose and Discuss Incidents of Bullying Behaviour**

- a) All students have a responsibility to report incidents of bullying behaviour that they experience or witness within the college. Class teachers are advised to remind students of this on a regular basis.
- b) All incidents of bullying behaviour that are reported to members of teaching and non-teaching staff are to be treated with the utmost seriousness. Staff members are expected to liaise with the designated anti-bullying co-ordinators on the matter as quickly as possible and to follow the procedures for reporting and dealing with incidents of bullying behaviour outlined above in sections 4 and 5.

**Review and Monitoring**

This policy will be monitored and reviewed on an on-going basis and/or when the need arises.

Policy adopted by the BOM on 01-05-2012

Signed: Seosamh Ó Duibheannaigh  
Chairperson

This policy was reviewed on 31-08-2018