



St. Peter's College



ANTI - BULLYING POLICY

DEFINITION

Bullying consists of repeated aggressive behaviour whether by word, by physical action, online or otherwise, directly or indirectly applied, by one or more persons against another person or persons which undermines the individual person's right to personal dignity.

Objective

"We aspire to fulfil the commitment to Anti-Bullying by fostering an atmosphere of respect, understanding and encouragement between all who teach, work and learn in St. Peter's College, so that the development and contribution of every individual can be acknowledged, and all can work together to benefit personal growth and the common good."

TYPES OF BEHAVIOUR DEEMED TO BE INAPPROPRIATE:

- Humiliation; including name-calling and derogatory reference to academic ability, sexual orientation, etc.
- Intimidation; including aggressive use of body language.
- Verbal abuse, anonymous or otherwise.
- Written abuse, anonymous or otherwise.
- Physical abuse or threatened abuse.
- Aggressive or obscene language.
- Cyber Bullying which is the misuse of technology to intimidate or threaten another student. This can include sending or posting inappropriate or derogatory email messages, text messages, digital pictures or images or website postings/social networking sites
- Racist comments
- Victimisation; including very personal remarks.
- Exclusion and isolation.
- Unwarranted interference with personal possessions or locker.
- Threats, including demands for money.
- An attack by rumour, gossip, innuendo or ridicule on any individual's reputation.
- An attack by rumour, gossip, innuendo or ridicule on any family's reputation.

THIS POLICY APPLIES:

- In class
- Between classes
- On the school premises
- While in school uniform
- On the way to and from school
- On any school based activity, school tours etc.
- To anything done in the school's name
- To any behaviour, in the view of the Principal, that adversely affects the school'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 seriously.
- The school has a programme of support for both the bully and the bullied.
- Appropriate action will be taken to ensure that bullying does not continue.

ANTI-BULLYING POLICY - STUDENTS:

It is School policy to provide education on bullying in the following manner:

- All year groups are facilitated through the SPHE (Social, Personal and Health Education) programme which incorporates bullying information and learning.
- A Monitor system is in place, where senior students are paired with 1st year students at the start of the new academic year; training is provided for these students.
- New students, who join the school after September of 1st Year, are allocated a mentor - ideally, this is another student from within the same year group.
- Positive reinforcement of behaviour for the better good of the community is encouraged through the diary system.
- An Anti-Bullying Awareness Week is organised for students each year.

The school has a pastoral care system in place, and reports of all incidents (wherever they may have been reported) will be dealt with through the school pastoral care structures.

PASTORAL CARE TEAM

Chain of support:

Tutor / Ceannaire / Deputy Principals / Principal / Board of Management / Guidance Counsellors / School Counsellors and the Chaplain are available as support to the Pastoral Care Team.

Other Supports:

Student Monitors / Caomhnoirí / Friends for Life Programme.

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 tales".
- Parents/guardians should contact the Tutor or Ceannaire, or in exceptional cases the Deputy Principal or Principal directly, regarding incidents of bullying behaviour that they might suspect or that have come to their attention through their children or other parents.

Incidents of bullying behaviour, no matter how trivial, which are drawn to the attention of a teacher, will be dealt with 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 may be invited to write down any relevant details, and a report will be compiled.

- All interviews will be conducted with sensitivity and with due regard to the rights of all pupils and teachers involved.
- Records will be kept of all incidents and of the procedures that were followed. (See Appendix 1 Incident Report Form)

Procedures for reporting incidents of bullying behaviour

	Suggestions
Who to Tell?	<ul style="list-style-type: none"> • Use the current pastoral system : Tutor and Ceannaire • Tell any staff member with whom the student feels comfortable.
How to Tell?	<ul style="list-style-type: none"> • Direct approach to teacher at an appropriate time, e.g. after class. • Hand note up with homework. • Make a phone call to the school or to a trusted teacher in the school. • Get a Monitor or Caomhnoir to tell a teacher for you • Get a parent or friend to tell on your behalf. • Administer a confidential questionnaire to all students

Procedures and Sanctions

1. Initial report/disclosure of bullying behaviour

Action taken by	Procedure	Support and/or sanction <i>may</i> include
<p>Subject teacher or any teacher, if the teacher feels that they can resolve the situation.</p> <p>Tutor</p> <p>Member of the Care Team</p>	<p>Challenge the behaviour as being unacceptable.</p> <p>Speak to all students separately and try to resolve the issue using the Restorative Approach</p> <p>Keep a record</p> <p>Teacher will follow up progress with: victim, bully, bystanders, others involved.</p>	<p>Serious talk with student(s) re effects of their behaviour.</p> <p>Verbal warning. Student/s involved warned to stop.</p> <p>Seek verbal agreement re future behaviour.</p> <p>Outline a fair outcome <i>if appropriate:</i></p> <p>e.g. an apology, return of property etc.</p>

2. Subsequent report /disclosure

Action taken by	Procedure	Support and/or sanction <i>may</i> include:
<p>Ceannaire and Tutor involved</p> <p>Member of the Care Team may be involved.</p> <p>Behaviour improvement Ceannaire may be involved.</p>	<p>Incident investigated by the Restorative Approach by Teacher/ Tutor.</p> <p>Both sets of parents informed by the Ceannaire.</p> <p>Keep a record.</p> <p>Ceannaire follows up progress with victim and bully, bystanders or others involved.</p> <p>Principal/ Deputy Principal informed.</p>	<p>Serious talk with the student re: behaviour and future behaviour.</p> <p>Student who is being bullied may be referred to the Friends for Life Programme or another student support programme</p> <p>Sign written agreement re future behaviour.</p> <p>Parents/Guardians sign written agreement re future behaviour.</p> <p>Speak with school counsellor.</p> <p>Detention /other agreed sanction from school's Code of Behaviour including suspension.</p> <p>Monitor future behaviour.</p>

3. Where bullying behaviour persists / serious incident of bullying

Action taken by	Procedure	Support and/or Sanction
<p>Ceannaire / Behaviour improvement Ceannaire</p> <p>Principal or Deputy Principal involved</p> <p>Care Team may be involved.</p> <p>The incident may be referred to the Board of Management at the discretion of the Principal.</p>	<p>Parents and student meet with Principal / Deputy Principal.</p> <p>Use Restorative Approach</p> <p>Feedback to Ceannaire.</p> <p>Record kept.</p> <p>Follow up progress with victim and bully, bystanders or others involved and continue to monitor the situation.</p>	<p>Detention / Suspension / other agreed sanction from school's Code of Behaviour.</p> <p>Parents are met and conditions set regarding student's future behaviour.</p> <p>Counselling offered</p> <p>Referral to child psychologist/ Garda Juvenile Liaison Officer.</p> <p>Contact with other support agencies e.g. re anger management</p> <p>The future of the student in the school may be considered and this may include permanent exclusion from the School.</p>

Note:

- Records of bullying incidents will be kept in this school for 5 years after all involved in the incident have left the school.
- All serious incidents of bullying (e.g. an assault or long term exclusion) should be reported to the Principal straight away.
- Complaints regarding a staff member should be referred immediately to the Principal.



St. Peter's College Initial Incident Report Form

Teacher: _____ Class: _____
Date: _____ Time: _____

Names of Students: _____

Details of Incident: _____

Action Taken: _____

Suggestions for follow up: _____

Signed: _____

Date: _____

Anti-Bullying Agreement at Induction to School

BULLYING IS UNACCEPTABLE

AND WILL NOT BE TOLERATED IN ST. PETER'S

- **A record of incidents will be kept**
- **Procedures as described in our Anti-Bullying Policy will be followed**
- **Everyone involved in bullying will receive help**
- **Students who persistently bully will be subject to serious sanctions including suspension and permanent exclusion from school.**

You must not:

- **Hurt another person physically or emotionally**
- **Threaten or intimidate**
- **Deliberately exclude or isolate**

Student Name.....

Parent.....

Principal.....

Date.....

www.stpeterscc.ie

St. Peter's College Anti-Bullying Charter

Every individual has the right to be treated with respect, tolerance, understanding and in a just manner.

You must never verbally, physically or psychologically bully students, teachers or any other persons.

This means that you must never:

- Hit, kick or push other students
- Jeer others or their families
- Name call or 'slag' other students
- Steal or damage property
- Threaten others in any way
- Ignore, isolate or exclude another student
- Make snide or smart comments about students
- Exclude others from conversations when they are present
- Make hostile facial expressions or rude gestures
- Make hurtful or sarcastic comments to other students
- Use phones, computers or other technological methods to threaten or intimidate

If you are being bullied or if you know someone who is being bullied, you must tell someone, a teacher, a monitor or your parents and YOU WILL BE HELPED.

Keep telling until you get help!

BULLYING IS NOT ACCEPTABLE AND WILL NOT BE TOLERATED

St. Peter's College Anti-Bullying Policy is available on the school website