

Appendix A

School Bí Cineálta Policy to Prevent and Address Bullying Behaviour

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The Board of Management of Rathcoole ETNS has adopted the following policy to prevent and address bullying behaviour.

This policy fully complies with the requirements of *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools 2024*.

The board of management acknowledges that bullying behaviour interferes with the rights of the child as set out in the United Nations Convention on the Rights of the Child. We all, as a school community, have a responsibility to work together to prevent and address bullying behaviour and to deal with the negative impact of bullying behaviour.

We are committed to ensuring that all students who attend our school are kept safe from harm and that the wellbeing of our students is at the forefront of everything that we do. We recognise the negative impact that bullying behaviour can have on the lives of our students and we are fully committed to preventing and addressing bullying behaviour.

We confirm that we will, in accordance with our obligations under equality legislation, take all such steps that are reasonably practicable to prevent the harassment of students or staff on any of the nine grounds specified: gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

Definition of bullying

Bullying is defined in *Cineáltas: Action Plan on Bullying* and *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools* as targeted behaviour, online or offline that causes harm. The harm caused can be physical, social and/or emotional in nature. Bullying behaviour is repeated over time and involves an imbalance of power in relationships between two people or groups of people in society. The detailed definition is provided in Chapter 2 of the Bí Cineálta procedures.

Each school is required to develop and implement a Bí Cineálta policy that sets out how the school community prevents and addresses bullying behaviour. Strategies to deal with inappropriate behaviour that is not bullying behaviour are provided for within the school's Code of Behaviour.

Section A: Development/review of our Bí Cineálta policy to prevent and address bullying behaviour

All members of our school community were provided with the opportunity to input into the development/review of this policy.

	Date consulted	Method of consultation
School Staff	May 2025	Google form, focus group sessions and feedback sessions
Students	May 2025	CAP meeting 3 rd class surveyed google form Stay safe discussions throughout the school
Parents	May/June 2025	Surveyed through google form and discussions with PCA
Board of Management	June 2025	Discussion at Board meeting
Wider school community as appropriate, for example, bus drivers	n/a	
Date policy was approved: 18/6/25		
Date policy was last reviewed: n/a – new policy		

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by the school. These include strategies specifically aimed at preventing online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment as appropriate (see Chapter 5 of the Bí Cineálta procedures):
SPHE - walk tall and stay safe Learn Together - Character education Regular conversations and adult modelling around kindness Promoting classroom kindness Class shout outs Teacher notes home based on kindness and empathy Demonstrating that we are a school of diversity Challenge gender stereotypes Regular conversations with parents and students “See themselves” represented in schools Library reading materials Intercultural day Modelling respectful behaviour Treated equally Celebrating diversity

Gender neutral bathrooms

Promote online safety

Reading materials appropriate for age group - maybe 5 stories for each class and then passed on

Digital Literacy Policy being updated

Talks for parents about online safety, gaming and online/offline safety are being organised for the first term by the PCA

Use of Webwise

Parents information evening

Internet safety day

Different families same love

Encourage speaking up

The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour (see Chapter 5 of the Bí Cineálta procedures):

- Culture and environment- encourage them to tell (use Stay safe programme to promote)
- Restorative practice to resolve situations
- Work with the most vulnerable to ensure they have a trusted adult- care team approach
- Work with all children on the 5 people they trust through the stay safe programme
- Ensure the physical spaces are safe- clear view for all, glass windows not covered in doors, active supervision on yards
- Our school standards displayed in all classes and referred too regularly
- Curriculum, links- Stay safe, RSE, Walk Tall, Friends resilience
- Promote the Bí Cinealtas policy to the entire community
- Relationships at the core with families, the children and staff. Use Nurture for all and include parents where possible. Open communication when issues do arise and a solution focused attitude to all situations using RP while acknowledging the feelings.
- All ipads and on line sessions are centrally monitored by the teachers and staff. Any issues arising from online sessions are immediately dealt with and appropriately dealt with.
- Ensuring all members of the community feel safe to be who they are through our Learn together policy and SPHE policy with a special focus on gender equality and racism.

Section C: Addressing Bullying Behaviour

The teacher(s) with responsibility for addressing bullying behaviour is (are) as follows:
All teachers on staff.

When bullying behaviour occurs, the school will:

- > ensure that the student experiencing bullying behaviour is heard and reassured
- > seek to ensure the privacy of those involved
- > conduct all conversations with sensitivity

- > consider the age and ability of those involved
- > listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation
- > take action in a timely manner
- > inform parents of those involved

The steps that will be taken by the school to determine if bullying behaviour has occurred, the approaches taken to address the bullying behaviour and to review progress are as follows (see Chapter 6 of the Bí Cineálta procedures):

1. Identifying if bullying behaviour has occurred through a restorative practice session
2. Where bullying behaviour has occurred the lead staff member fills in the form
3. Requests to take no action by a pupil will be dealt with sensitively and with care
4. Determining if bullying behaviour has ceased-the lead teacher must engage with the students and parents involved no more than 20 schooldays after the initial discussion to review progress following the initial intervention to determine if the bullying has ceased.
5. Recording bullying behaviour- should be on the designated form on Aladdin and highlighted to the principal with priority tags
6. Complaint process-If a parent is not satisfied with how bullying behaviour has been addressed by the school, in accordance with these procedures, they should be referred to the school's complaints procedure.

The school will use the following approaches to support those who experience, witness and display bullying behaviour (see Chapter 6 of the Bí Cineálta procedures):

- Restorative practice
- Nurture
- Trauma informed training and response

Request support from the following if needed:

- National Educational Psychological Service (NEPS)
- Oide
- Webwise
- NPC
- Tusla
- Dublin City University (DCU) Anti Bullying Centre



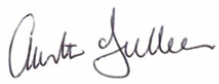
All bullying behaviour will be recorded. This will include the type of behaviour, where and when it took place, and the date of the engagement with students and parents. The actions and supports agreed to address bullying behaviour will be documented. If the bullying behaviour is a child protection concern the matter will be addressed without delay in accordance with *Child Protection Procedures for Primary and Post-Primary Schools*.

Section D: Oversight

The principal will present an update on bullying behaviour at each board of management meeting. This update will include the number of incidents of bullying behaviour that have been reported since the last meeting, the number of ongoing incidents and the total number of incidents since the beginning of the school year. Where incidents of bullying behaviour have occurred, the principal will also provide a verbal update which will include where relevant, information relating to trends and patterns identified, strategies used to address the bullying behaviour and any wider strategies to prevent and address bullying behaviour where relevant. This update does not contain personal or identifying information. See Chapter 7 of the Bí Cineálta procedures.

This policy is available to our school community on the school's website and in hard copy on request. A student friendly version of this policy is displayed in the school and is also available on our website and in hard copy on request.

This policy and its implementation will be reviewed, following input from our school community, each calendar year or as soon as practicable after there has been a material change in any matter to which this policy refers.

Signed: 
(Chairperson of board of management)

Date: 18/6/25

Signed: 
(Principal)

Date: 18/6/25