COLÁISTE AILIGH

sapientia donum dei

Coláiste Ailigh

Doiciméad Polasaí

Ainm an Polasaí Polasaí Frithbhulaíochta	*Policy Name* *Anti Bullying Policy*
Dáta Daingnithe 21/09/2023	*Date Ratified* *21/09/2023*
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I gcomhréir le riachtanais an Acht Oideachais (Leas) 2000 agus na dtreoirlínte faoi chód iompair a d'eisigh an Bord Náisiúnta um Leas Oideachais tá an beartas frithbhulaíochta seo a leanas glactha ag Bord Bainistíochta Coláiste Ailigh mar chuid de chód iompair iomlán na scoile. Géilleann an beartas go huile agus go hiomlán do riachtanais *Ghnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile* a foilsíodh i Meán Fómhair 2013.

Aithníonn an Bord Bainistíochta a thromchúisí is atá iompar bulaíochta agus a dhiúltaí a d'fhéadfadh a thionchar a bheith ar dhaltaí, agus geallann an scoil dá réir cloí leis na príomhphrionsabail dea-chleachtais seo a leanas agus iompar bulaíochta á chosc agus á chomhrac.

- Cultúr dearfach a bheith i réim sa scoil ina nglactar go fonnmhar le difríocht agus le héagsúlacht agus ina léirítear meas ar chuimsitheacht;
- ina spreagtar daltaí chun iompar bulaíochta a nochtadh agus a phlé i dtimpeallacht neamhbhagrach; agus
- ina gcuirtear caidreamh bunaithe ar mheas chun cinn ar fud phobal na scoile;
- Ceannaireacht éifeachtach;
- Cur chuige scoile uile;
- Tuiscint i bpáirt faoin rud is bulaíocht ann agus faoin tionchar is féidir a bheith aige·Feidhmiú straitéisí oideachais agus coiscthe (lena n-áirítear bearta chun feasacht a mhúscailt)
- a chothaíonn ionbhá, meas agus athléimneacht sna daltaí; agus
- ina dtéitear i ngleic go sainráite le cibearbhulaíocht agus le bulaíocht bunaithe ar aitheantas, lena n-áirítear bulaíocht homafóbach agus trasfóbach;
- Maoirseacht agus monatóireacht éifeachtach ar dhaltaí;
- Tacaíochtaí don fhoireann;
- Teagmhais bhulaíochta a thaifeadadh agus a imscrúdú ar shlí chomhsheasmhach agus obair leantach a dhéanamh ina dtaobh (lena

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 Coláiste Ailigh 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.

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 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;*
- *Effective leadership;*
- *A school-wide approach;*
- *A shared understanding of what bullying is and its impact;*
- *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.*
- *Effective supervision and monitoring of pupils;*
- *Supports for staff;*
- *Consistent recording. investigation and follow up of bullying behaviour*

n-áirítear straitéisí aitheanta idirghabhála a úsáid); agus

- Meastóireacht leanúnach ar a éifeachtaí atá an beartas frithbhulaíochta.

(including use of established intervention strategies); and

- *On-going evaluation of the effectiveness of the anti-bullying policy.*

Ráiteas Tosaigh

Glacann an scoil cur chuige 'gan mhilleán' agus é ag fiosrú líomhaintí bulaíochta agus déantar gach iarracht torthaí diúltacha a leithéid d'iompar a chur in iúl don dá ghrúpa. Cuirtear an próiseas aisiríoch i bhfeidhm agus muid ag déileáil le haon chás bulaíochta.

Téann an scoil i dteagmháil leis na tuismitheoirí/caomhnóirí má leanann an fhadhb, agus úsáidtear an nós imeachta araíonachta má theipeann ar na céimeanna eile. Tá fáil ag an scoil ar sheirbhísí tacaíochta síceolaíochta ó Bhord Oideachais agus Oiliúna Dhún na nGall.

Is pobal scoile cuíosach beag é Coláiste Ailigh áit gur féidir forbairt oideachasúil agus tréadchúraim an dalta a aithint níos éasca. Leagann an scoil béim ar Chúram Tréadach agus tá coiste Chúram Tréadach bunaithe againn. Pléitear bulaíocht sna siollabais Chreidimh, OSPS agus OSSP freisin. Eagraíonn an scoil seachtain chairdeas gach bliain chun aird a tharraingt air freisin.

Introductory Statement

The school adopts a no-blame approach when investigating allegations of bullying and tries to inform both parties of the negative effects of such behaviour. We will be guided by restorative practice principles in dealing with all potential bullying issues. Parents are involved if the problem persists and the discipline procedure comes into play if all other steps have failed.

Colàiste Ailigh is a relatively small school community where both the educational and pastoral development of the pupil is more easily identifiable. The school prioritises pastoral care with a very active pastoral care team. Bullying is also addressed in the Religion, SPHE and CSPE syllabi. The school also runs friendship week each year to raise awareness.

Scóip

Más é atá i gceist le bulaíocht ná 'aon rud a dheirtear nó a dhéantar a chuireann as do chompord, saoirse nó sábháilteacht an duine', caithfear gach duine a oibríonn agus a fhoghlaimíonn sa scoil a bheith san áireamh sa pholasaí.

Tagraíonn an polasaí do chearta saoirse agus sábháilteachta gach duine. Clúdaíonn an polasaí gach ball foirne (baill bhreise san áireamh), scoláirí agus tuismitheoirí/caomhnóirí nuair a bhíonn siad i dteagmháil leis an scoil. Tá sé de dhualgas ar gach duine a bhíonn i dteagmháil leis an scoil meas a

Scope

If the definition of bullying is 'anything that is said or done which interferes with any person's comfort, freedom or safety' then the policy will have to apply to the behaviour of all persons working and learning in the school.

The policy refers to the right of all to comfort freedom and safety. The policy must therefore encompass all staff members (ancillary staff included), pupils and parents when dealing with the school. Respect for each other's rights extends to all in contact with the school. However, the duty of care entrusted to schools

léiriú ar chearta dhaoine eile. Ach tugann an cúram aire le fios gurb é príomhaidhm na scoile an beartas frithbhulaíochta a chur i bhfeidhm tré oideachas a chur ar fáil do dhaltaí i dtimpeallacht sábháilte, saor agus compordach. Tá freagrachtaí reachtaíochta eile ar an scoil i leith fostaithe agus cuirtear an Príomhoide ar an eolas faoi eachtraí chiapadh / gnéaschiapadh/bulaíocht.

implies that the primary objective of the anti-bullying policy is to uphold the rights of the pupils to come to a safe, free and comfortable environment for their education. There are other legislative requirements pertaining to employees and the Principal is notified of all harassment/sexual harassment/bullying issues.

Bíonn an polasaí seo i bhfeidhm aon uair a bhíonn daltaí ar láthair na scoile faoi stiúir na scoile. Clúdaítear freisin turais scoile agus eachtraí seach-churaclaim taobh amuigh den scoil ach faoi stiúir mhúinteora.

The policy applies to any time the pupils are on school premises under school supervision. School tours, trips and extracurricular activities outside the school under teacher supervision are also covered by this policy.

Réasúnaíocht

Go minic ní thuigtear go bhfuil bulaíocht ar siúl i saol an dalta scoile. Tá gach iarracht á ndéanamh againn feasacht na ndaltaí a dhíriú ar iompar bulaíochta agus tá seans ann go méadóidh na cásanna a ardaítear dá bharr. Is é aidhm leis an athbhreithniú ar an pholasaí frithbhulaíochta seo nó go mbeimid in ann bulaíocht níos caolchúisí a aithint níos luaithe.

Molann an polasaí frithbhulaíochta athbhreithnithe:

- **Samhail de phróiseas sheasmhach** chur ar fáil chun gach cás bulaíochta sa scoil a láimhseáil
- **Dearbhú a thabhairt do thuismitheoirí/caomhnóirí** agus do dhaltaí gurb é aidhm na scoile timpeallacht shábháilte a chur ar fáil áit nach nglactar le bulaíocht agus nach ndéantar neamhaird air ach oiread
- **Soiléireacht** a thabhairt ar an sainmhíniú atá ag an scoil ar bhulaíocht agus na struchtúir a bheidh in úsáid ag an fhoireann / ag an bhainistíocht agus iad ag déileáil leo siúd a bhíonn ag tabhairt faoi iompar bulaíochta.

Rationale

Bullying is an area of a pupil's school life which can often go undetected. A determined effort has been made to raise awareness and because of this more cases may present themselves. This revised anti-bullying policy proposes:

- *To provide a **consistent model of procedure** in dealing with all cases of bullying in the school.*
- *To **assure parents/guardians and students** that the school aspires to be a safe environment where bullying is never tolerated or ignored.*
- *To offer **clarity** on what the school defines as bullying and make known the structured way in which staff/management will discipline those engaging in such behaviour.*
- *A fully functioning anti-bullying policy will serve to **increase staff confidence and support** their efforts to address any incidents of bullying.*

- Nuair a chuirtear polasaí frithbhulaíochta i bhfeidhm go hiomlán, **cabhróidh sé le muinín na foirne** agus tabharfaidh sé tacaíocht dá n-iarrachtaí eachtraí bulaíochta a láimhseáil.
- Nár chóir díriú ar bhulaíocht i rith seachtain amháin nó dhá sheachtain i rith na bliana ach gur chóir aird a choimeád air i rith na bliana ar fad. **Tabharfaidh an polasaí frithbhulaíochta** a dheartar anois **áit i gcroílár éiteas na scoile** agus ba chóir go gcabhródh sé seo tabhairt faoin bhfadhb **go leanúnach**.

- *To ensure that spreading general awareness of bullying is not limited to a week or two a year in the school calendar. An anti-bullying policy devised at this time will* ***make the issue an integral part of the school's ethos*** *and should* ***ensure continuity*** *in efforts to address the problem.*

Gaol Le Ráiteas Misin

I gColáiste Ailigh, tá meas againn ar a chéile. Creidimid go mbraitheann dul chun cinn na scoile agus caighdeán an oideachais ar an meas seo thar aon rud eile. Is ar an mheas seo a bhunaítear an gaol idir na daltaí, an fhoireann, na tuismitheoirí/caomhnóirí agus bainistíocht na scoile. Déanann bulaíocht damáiste do na gaolta seo. Mar sin, tá an scoil tiomanta timpeallacht shábháilte a chruthú áit nach nglacfar le nó nach ligfear le bulaíocht riamh.

- Cuireann an polasaí seo leis an misean agus fís atá ag an scoil cheana féin. Tugann sé struchtúr agus sonraí a chabhróidh leis an fhoireann an fhadhb leanúnach seo a láimhseáil. Léireoidh an polasaí frithbhulaíochta an dea-thoil a mhaireann sa scoil i leith fadhbanna bulaíochta a réiteach ar aon bhealach.
- Go praiticiúil, tabharfaidh sé timpeallacht foghlama atá sábháilte agus slán. Cuireann sé meas ar luachanna, creideamh, traidisiún, modh maireachtála ilchineálacha sa tsochaí chun cinn.
- Spreagann sé nósanna measa, cúirtéise, agus tarraingítear ar idirspleáchas dhaoine i ngrúpaí, sa phobal nó ar scoil.

Relationship To Mission Statement

In Coláiste Ailigh we all treat each other with respect. It is our belief that the success of our school and the quality of the education provided depends on this more than anything else. The relationships between students, staff. parents/guardians and management are all built on these foundations of mutual respect. Bullying damages these relationships. Therefore. this school is committed to creating a safe environment for all where bullying is never accepted or tolerated.

- *This policy supplements the current mission and vision of the school. It provides structure and detail in support of an issue which staff is dealing with on an ongoing basis. An anti-bullying policy will reflect the general goodwill that exists in the school to tackle this problem by all means possible.*
- *In practice it should provide a safe and secure environment for learning. It aims to promote respect for the diversity of values. beliefs, traditions and ways of life in society.*
- *It encourages habits of mutual respect. courtesy and an awareness of the*

- Féachann an beartas le haire faoi leith a thabhairt do dhaltaí i mbaol agus monatóireacht rialta a dhéanamh orthu chun idirghabháil luath a dhéanamh más/nuair a bhíonn gá, chomh maith le riachtanais, imní agus ábhar buartha na ndaltaí a láimhseáil i slí mhothálach.

interdependence of people in groups such as communities or schools.

- *It seeks to take particular care of at-risk students and to monitor them regularly in an effort to provide early intervention when/if necessary and to respond to the needs. fears and anxieties of individual students in a sensitive manner.*

Aidhmeanna Agus Cuspóirí

Is é aidhm an pholasaí seo:

1. Feasacht a spreagadh ar bhulaíocht go leanúnach mar mhodh iompair nach nglacfar leis i measc daltaí, múinteoirí agus bainistíocht na scoile.
2. Éiteas scoile a chruthú a spreagann daltaí eachtraí d'iompar bulaíocht a roinnt agus a phlé. An tromlach tostach a mhealladh seasamh a thógáil agus gan glacadh le hiompar mar seo inár scoil.
3. Éiteas scoile a chruthú a aithníonn, a fhreastalaíonn agus a léiríonn meas ar ilchineálacht na ndaltaí faoi na naoi n-ábhar a chlúdaítear sa reachtaíocht comhionannais.
4. Cinntiú go spreagann clár OSPS agus/nó Cúram Tréadach na scoile feasacht ar na tosca atá gaolta le hiompar bulaíochta agus go bhforbraítear eolas, scileanna agus iompar cuí.
5. Nós imeachta a fhorbairt chun tuairisc a thógáil agus chun eachtraí d'iompar bulaíochta a fhiosrú agus a láimhseáil.
6. Éifeachtacht an pholasaí ar iompar frithbhulaíochta sa scoil a mheas.

Goals And Objectives

It is the aim of this policy:

1. *To continually raise awareness of bullying as an unacceptable form of behaviour with students, teachers, parents/guardians, school management.*
2. *To create a school ethos which encourages students to disclose and discuss incidents of bullying behaviour. To persuade the silent majority to stand up and not accept this behaviour in our school.*
3. *To create a school ethos that acknowledges, accommodates and respects a diversity of students across the nine grounds covered by the equality legislation.*
4. *To ensure that the school's SPHE programme and/or Pastoral Care team raises awareness of the factors associated with bullying behaviour and develops the appropriate knowledge. skills and behaviours*
5. *To develop procedures for noting and reporting and to develop procedures for investigating and dealing with incidents of bullying behaviour.*
6. *To evaluate the effectiveness of school policy on anti-bullying behaviour.*

Sainmhíniú Ar Iompar Bulaíochta

Is é a thugann an Roinn Oideachais agus Eolaíochta mar shainmhíniú ar bhulaíocht ná:

'...ionsaí leanúnach á dhéanamh, ó bhéal, go síceolaíoch nó go fisiciúil ag duine aonair nó ag grúpa ar dhaoine eile. Ní háirítear tarlóga aonaracha d'iompar ionsaitheach mar bhulaíocht, cé nach cóir maitheamh dóibh. Ach nuair a bhíonn an t-iompar córasach agus leanúnach, is é atá ann ná bulaíocht.' (Treoirlínte 1993)

Is é atá sa tábla thíos ná sainmhíniú cuimsitheach ar iompar bulaíochta faoi na príomhcheannteidil mar atá sa cholún ar chlé. Caithfear a thuiscint áfach nach bhfuil na samplaí a leanas uileghabhálach:

Ginearálta

- ➔ Ciapadh bunaithe ar aon cheann de na naoi bhforas sa reachtaíocht chomhionannais m.sh. gnéaschiapadh, bulaíocht homafóbach, bulaíocht chiníoch srl.
- ➔ Forrántacht fhisiciúil
- ➔ Damáiste do mhaoin
- ➔ Baisteachán
- ➔ Táirgeadh, taispeáint nó scaipeadh focail scríofa, pictiúir nó ábhair eile a bhfuil sé mar aidhm acu imeaglú a dhéanamh ar dhuine eile
- ➔ Graffiti
- ➔ Fáisceadh
- ➔ Imeaglú
- ➔ Gothaí
- ➔ Sárú spás pearsanta
- ➔ Meascán de chineálacha ar bith díobh siúd atá ainmnithe

Modhanna Leictreonacha

- ➔ Glaonna gutháin/gutháin phóca gan aon chaint
- ➔ Glaonna gutháin/gutháin phóca ionsaitheacha
- ➔ Téacsteachtaireachtaí ionsaitheacha
- ➔ Teachtaireachtaí ionsaitheacha ríomhphoist

Definition Of Bullying Behaviour

The Department of Education & Science defines bullying as.

'...repeated aggression, verbal, psychological or physical, conducted by an individual or group against others. Isolated incidents of aggressive behaviour, which should not be condoned, can scarcely be described as bullying. However, when the behaviour is systematic and ongoing it is bullying.' (Guidelines 1993)

The table below provides a comprehensive definition of bullying behaviour under the main headings as shown in the left column. However it must also be understood that the following examples are not exhaustive:

General

- Harassment based on any of the nine grounds in the equality legislation e.g. sexual harassment, homophobic bullying, racist bullying etc.
- Physical aggression
- Damage to property
- Name calling
- The production, display or circulation of written words, pictures or other materials aimed at intimidating another person
- Graffiti
- Extortion
- Intimidation
- Gestures
- Invasion of personal space
- A combination of any of the types listed.

Cyber

- Silent telephone/ mobile phone call
- Abusive telephone/mobile phone calls
- Abusive text messages
- Abusive email

➔ Tagairtí/Blaganna/ Pictiúir ionsaitheacha ar shuíomhanna gréasáin

Hómafóbach
- Ráflaí a scaipeadh i dtaobh claonadh gnéasach duine
- Ag greannú duine d'aon chlaonadh gnéasach
- Baisteachán m.sh. Duine aerach, leispiach

Ciníoch
- Idirdhealú, claontacht, tagairtí nó maslaí i dtaobh dath craicinn, náisiúntacht, cultúr, aicme shóisialta, creideamh nó de chúlra eitneach nó lucht siúil

Idirghaolta
Is éard atá i gceist leis seo ná feidhm a bhaint as caidreamh pearsanta le bulaíocht a dhéanamh. Mar shampla:
- Cúlchaint mhailíseach
- Aonrú & eisiamh
- Neamhaird a dhéanamh
- Eisiamh a dhéanamh ón ngrúpa
- Cairde duine a thógáil
- Ráflaí a scaipeadh
- Rún a sceitheadh d'aon ghnó
- A bheith ag caint ard go leor le go bhféadfadh an t-íospartach é a chloisteáil.

Gnéasach
- Tagairtí gnéasacha nó teagmháil fhisiciúil nach bhfuil fáilte rompu
- Ciapadh

- Abusive website comments/ Blogs/Pictures

Homophobic
- Spreading rumours about a person's sexual orientation
- Taunting a person of any sexual orientation
- Name calling e.g. Gay, queer, lesbian

Racial
Discrimination, prejudice, comments or insults about colour, nationality, culture, social class, religious beliefs, ethnic or traveller background

Relational
- This involves manipulating relationships as a means of bullying. Behaviours include:
- Malicious gossip
- Isolation & exclusion

Ignoring
- Excluding from the group
- Taking someone's friends away
- Spreading rumours
- Deliberately breaking confidence
- Talking loud enough so that the victim can hear

Sexual
- Unwelcome sexual comments or touching
- Harassment

An Ciapadh a Chosc

Deimhníonn an Bord Bainistíochta go ndéanfaidh an scoil, de réir a hoibleagáidí faoin reachtaíocht chomhionannais, gach beart is indéanta go praiticiúil chun daltaí agus baill fhoirne a chosaint ar chiapadh gnéasach agus ar chiapadh ar aon cheann de na naoi bhforas, mar atá inscne lena n-áirítear trasinscne, stádas sibhialta, stádas

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

teaghlaigh, treoshuíomh gnéasach, reiligiún, aois, míchumas, cine nó ballraíocht den Lucht Siúil.

Ciapadh Agus Ciapadh Gnéasach

Sainmhíniú ar chiapadh agus ciapadh gnéasach:
Sainmhínítear ciapadh sna hAchtanna um Chomhionannas Fostaíochta 1998-2015 mar "iompar neamhiarrtha" a bhaineann le haon cheann de na 9 bhforas leithcheala thuasluaite.

Is éard atá i gceist le gnéaschiapadh aon chineál "iompar neamhiarrtha ó bhéal, neamhbhriathartha nó fisiciúil de chineál gnéasach".

Sa dá chás sainmhínítear é mar iompar a bhfuil an cuspóir nó an éifeacht aige dínit duine a shárú agus timpeallacht imeaglaithe, naimhdeach, táireach, uiríslithe nó maslach a chruthú don duine.

Cuimsíonn 'iompar neamhiarrtha' focail labhartha, gothaí lena n-áirítear gothaí maslacha nó gothaí gnúise, focail scríofa, pictiúir agus ábhar eile a tháirgeadh agus a thaispeáint,ríomhphoist gan fáilte rompu nó ábhar gránna eile.

Tá cosc iomlán ar chiapadh agus ar chiapadh gnéasach i gColáiste Ailigh.

Níl cead ag Príomhoidí, múinteoirí nó daoine eile iontaoibhe eile sa scoil seo ciapadh nó ciapadh gnéasach a dhéanamh ar dhaltaí na scoile, nó éinne a chuir iarratas iontrála isteach chun na scoile. Ní mór dóibh cosc a chur ar dhaltaí – nó ar éinne a bhfuil sé de cheart acu bheith sa scoil, tuismitheoirí mar shampla, ciapadh nó gnéaschiapadh a dhéanamh ar dhaltaí eile. Clúdaíonn an chosaint seo daltaí atá ar chuairt chun na scoile fosta.

Ní féidir séanadh nó géilleadh do ghnéaschiapadh nó aon saghas ciapadh eile ag té a chur san áireamh ag éinne eile mar bhunús do chinneadh

transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

Harassment and Sexual Harassment

The definition of harassment and sexual harassment
Harassment is any form of unwanted conduct in relation to any of the discriminatory grounds. Sexual harassment is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature.

In both cases, it is conduct which has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading or offensive environment for the person.

In both cases the unwanted conduct may include acts, requests, spoken words, gestures or the production, display or circulation of written words, pictures or other materials.

Harassment on the discriminatory grounds and sexual harassment are prohibited in Coláiste Ailigh.

Principals, teachers and others in positions of responsibility in this school may not harass or sexually harass students at the school or anyone who has applied for admission. They must not permit students – or anybody else who has the right to be in the school, such as parents – to harass or sexually harass other students. This protection for students also applies to visiting students.

Issues that have arisen include a range of school yard incidents of harassment on the sexual orientation, race, Traveller, disability and gender grounds.
A person's rejection of, or submission to, sexual or other harassment may not be used

maidir leis an té sin. Má tharlaíonn sé go bhfuil bulaíocht déanta ag ball foirne ba cheart an Príomhoide a chur ar an eolas láithreach.

by any other person as a basis for a decision affecting that person.

Harassment and Sexual Harassment are completely prohibited in Coláiste Ailigh.

Any incident of bullying by a member of staff should be brought to the immediate attention of the Principal.

Gníomhartha Chun Iompar Bulaíochta A Chosc

Is é atá mar aidhm ag an pholasaí frithbhulaíochta seo ná na deiseanna bulaíochta a laghdú trí eolas ar nádúr agus ar iarmhairtí na bulaíochta a scaipeadh. Leis an fhadhb a chosc, tá sé i gceist:

- Go gcuirfí Cairt Bulaíochta na scoile ar taispeáint thart timpeall na scoile agus go gcuirfí daltaí ar an eolas faoi.
- Ceardlann fhrithbhulaíochta le déanamh ag gach dalta.
- Go mbunófaí seachtain chairdis i rith na seachtaine roimh shos lárthéarma na Samhna, agus eagrófar ceardlann ar shábháilteacht agus ar bhulaíocht ar líne i rith na seachtaine seo.
- Tá dhá bhosca daingnithe/dearga in dhá áit ar leith ionas gur féidir le daltaí tuairisc rúnda a thabhairt ar eachtraí bulaíochta orthu féin nó ar dhaoine eile. Is féidir leo seo a dhéanamh ar líne fosta.
- Go mbeadh nósanna imeachta agus céimeanna ceannais shoiléire ann chun tuairisc a thabhairt ar eachtraí bulaíochta.

Actions to Prevent Bullying

Prevention is better than cure and the aim of any anti-bullying policy is to minimise the opportunities for bullying in raising awareness of its nature and its consequences. In order to prevent the problem arising it is intended to:
Display the school charter on bullying and posters around the school and create an awareness of it amongst the students.
All students to do an online anti bullying course.
A friendship week takes place during the week leading up to the Halloween holidays. (D)
Two confidential suggestion boxes are placed around the school so that pupils can report confidentially on bullying incidents regarding themselves or others. They can also do this online.
Clear defined procedures and chain of command when it comes to reporting bullying incidents.

Maoirseacht & Monatóireacht

Tá sé an-deacair monatóireacht a dhéanamh ar bhulaíocht mar nach féidir le múinteoirí gach tráth a fhreastail agus tugann suirbhéanna ar leith le fios

Supervising and Monitoring

Bullying is very difficult to monitor as teachers cannot be in all places at all times and certain surveys suggest that 50% of bullying happens

go dtarlaíonn 50% den bhulaíocht i seomra ranga faoi stiúir. Déanaimid gach iarracht an deis bhulaíochta a laghdú trí bheith eolach ar iompar bulaíochta agus bheith in ann é a aithint. Spreagaimid na daltaí gan glacadh leis an saghas sin iompair agus a thuiscint go bhfuil áiteanna sa scoil inar mó an baol go ndéanfar bulaíocht iontu:

8.45-9.00.r.n.	Múinteoir Amháin
Lón Beag	Beirt Mhúinteoir
Lón Mór	Beirt Mhúinteoir
4:00.i.n.	Múinteoir Amháin

in a supervised classroom. Every attempt is made to reduce the opportunity for bullying by familiarising ourselves with and recognising bullying behaviour. We encourage pupils not to accept such behaviour and to be aware that certain areas of the school are more vulnerable to facilitating bullying than others. Areas where the risk is increased are supervised as follows;

8.45-9.00.r.n.	One Teacher
Lóin Beag	Two Teachers
Lóin Mór	Two Teachers
4.00.i.n.	One Teacher

Cad Is Féidir Le Mic Léinn A Dhéanamh?

Is minic ar féidir leis an bhulaíocht a bheith an-chaolchúiseach agus nach dtugann na múinteoirí é faoi deara. Mar sin spreagaimid na daltaí a bheith freagrach trí na moltaí seo a leanas a chur i ngníomh:

- Iad féin a chur ar an eolas maidir le beartas agus nós imeachta na scoile i leith na bulaíochta.
- Tuairisc a thabhairt ar eachtraí bulaíochta a fheiceann siad fiú mura mbaineann siad leo go díreach
- Boscaí eolais ar líne agus fisiceach (D) a úsáid
- É a insint do mhúinteoirí
- É a insint do dhaltaí eile
- É a insint do thuismitheoirí/do chaomhnóirí
- É a insint do mheantóirí. Cuireann an meantóir an bliainmhúinteoir ar an eolas.(D)
- Díoltas a sheachaint
- Seachain do tharraingt isteach i mbulaíocht, sé sin, go mbeadh páirt agat i ngrúpa bulaíochta
- Meantóirí a cheapadh ar ghrúpaí scoile

What students can do:

Bullying can often be extremely subtle and can go undetected by teachers. We therefore encourage pupils to take some of the responsibility by following these recommendations;

- Familiarise themselves with the schools policy and procedure relating to bullying.
- Report incidents of bullying they see even if it doesn't relate directly to them.
- Use the red suggestion boxes and the online facility (D).
- Fill in questionnaires
- Telling teachers
- Telling other pupils
- Telling parents/Guardians
- Telling the mentors. The mentor will then inform the year head.(D)
- Avoid retaliation
- Avoid getting caught into the bullying cycle, i.e. being drawing into mob mentality.
- Mentors to certain student groups
- Promote respect and consideration of others

- Meas agus tuiscint ar dhaoine eile a chur chun cinn
- Coiste na nDaltaí a úsáid leis an cheist a choimeád beo.

- Use the Student Council to keep the issue alive.

Tuismitheoirí/Caomhnóirí

- Iad féin a chur ar an eolas maidir le polasaí na scoile agus a leithéid, i leith na bulaíochta.
- Béim a leagan ar cé chomh mí-oiriúnach is atá an bhulaíocht sa bhaile srl.
- Tacaíocht a thabhairt do bheartas frithbhulaíochta na scoile.
- Córas cumarsáide éifeachtach agus rialta a chothú idir na tuismitheoirí agus an scoil, sé sin, cruinnithe tuismitheoirí-múinteoirí, tráthnónta eolais, coiste na dtuismitheoirí, foirmeacha a thabhairt ar ais, dialanna scoile a shíniú srl.

Parents/Guardians

- Familiarise themselves with the school policy etc., on bullying.
- Emphasis the unacceptability of bullying at home etc.,
- Support the school policy on bullying
- Promote a culture of effective and regular communication of parents with the school i.e. Parent-Teacher meetings, information evenings, parents association, returning forms, signing diaries etc.

An Dialann Scoile

Tá nóta de pholasaí na scoile i leith na bulaíochta sa Dialann Scoile agus tá an polasaí iomlán ar shuíomh ghréasáin na scoile, chomh maith rannóg ann le síniú an dalta agus an tuismitheoir/caomhnóir araon.

The School Diary

A summary of the school policy on bullying is in the School Diary with a section for both pupil and parent/guardian to sign, and the full policy is on the school website.

Clár Molta Don tSeachtain Chairdis

- Le linn na seachtaine seo, ceachtanna frithbhulaíochta a theagasc i rith an chéad ranga gach lá.
- Ba cheart go mbeadh réimse ábhair (dánta, gearrscéalta, DVD) ar fáil do na múinteoirí ranga ar fad (tá acmhainní ar fáil ó bhlianta roimhe seo).
- D'fhéadfadh lá spraoi na hIdirbhliana a reáchtáil le linn na seachtaine seo.
- Féachaint arbh fhiú an 'Córas Dlúthcharad' a thosú arís don chéad bhliain agus don dara bliain agus plean cinnte aige. Caithfear ar

Suggested Programme for Friendship Week

- Teaching anti-bullying lessons for the first class each day during this week.
- A range of material (poems, short stories, DVD) should be made available to all class teachers (Resources from previous years exist.)
- The Transition Year games day could also take place during this week.
- Consider 'Buddy- system' idea to be reintroduced for 1st / 2nd years with structured plan and only after reasonable training and/or discussion with mentors (5/6th Yrs).

dtús áfach traenáil a thabhairt agus/nó é a phlé le meantóirí (sa chúigiú/séú bliain).

- Sula dtarlaíonn an tseachtain chairdis d'fhéadfaí b'fhéidir ceistneoirí gairide a thabhairt do na daltaí ar cé mar atá an bhulaíocht i gColáiste Ailigh. B'fhéidir go mb'fhiú na torthaí seo a roinnt leis na daltaí sa chaoi is go dtuigfeadh siad an aidhm agus an gá atá leis an fheachtas frithbhulaíochta.

Nós Imeachta

Céimeanna le heachtraí a thuairisciú, a nótáil agus a thaifeadadh.

Tá na nósanna imeachta chun eachtraí (líomhnaithe nó amhrasacha) bulaíochta a thuairisciú, a nótáil agus a thaifeadadh leagtha amach thíos. Tá sé chéim ann a chlúdaíonn na nósanna imeachta le nótáil, tuairisciú agus leanúint a dhéanamh ar chás bulaíochta amhrasach, líomhnaithe nó deimhnithe. Le go dtabharfaí an bhulaíocht a tharlaíonn faoi chúram an mhúinteora faoi dearadh, tá dhá chás a d'fhéadfaí a bheith i gceist. Is é atá i gcás 1 ná iarracht an bhulaíocht is comónta a nochtadh, de ghnáth greannaíocht nó pleidhcíocht a bhíonn i gceist. Má fheiceann múinteoir iompar den saghas seo agus má cheapann sé/sí go bhfuil níos mó i gceist, is féidir foirm thuairisce 'Eachtra a tharla' a chomhlánú. Leanann céim 2 agus céim 3 an chéad chéim má bhíonn cúpla foirm thuairisce ann don dalta céanna nó má thugann an t-íospartach tuairisc ar thuilleadh eachtraí. Tagann cás 1 agus cás 2 le chéile ag céim 3 nuair a dhéanann dalta, tuismitheoir nó múinteoir líomhain, nó mura dtagann feabhas ar chúrsaí i ndiaidh céimeanna 1 agus 2.

CÁS 1
Má fheiceann múinteoir iompar bulaíochta a chuireann imní air/uirthi:

Céim 1:
Comhlíontar an fhoirm 'Eachtra a Tharla' tar éis don mhúinteoir caint leis an dalta ag an am a tharlaíonn an eachtra. Cuirtear an bliainmhúinteoir ar an eolas agus téann sé/sí

- In advance of the friendship week perhaps issue brief questionnaires to students about the presence and nature of bullying in Coláiste Ailigh. It may be worthwhile to share these results with the students so they may understand the purpose and necessity of the anti-bullying campaign.

Procedures

Procedure Steps for Reporting, Noting and Recording Incidents.
Outlined below are the procedures for reporting, noting and recording incidents, (alleged or suspected) of bullying. There are 6 steps covering the noting, reporting and follow up procedures if a case of bullying is suspected, alleged or proven. In order to detect the bullying that occurs under the teachers' radar we have two possible scenarios. Case 1 is an attempt to uncover the most common type of bullying which can often come across as 'messing' or horseplay . If a teacher sees such behaviour and suspects there is more involved, a report sheet 'Incident' can be filled in. Steps 2 and 3 evolve from step one if there are a few report sheets for the same pupil or if the victim reports more incidents. Case two and case one merge at step 3 where an allegation is made by a student, parent/guardian or teacher or if after steps 1 & 2 no improvement is seen.

CASE 1
If a teacher observes behaviour which is of concern in relation to bullying:

Step 1
The 'Incident' form is filled in after speaking to the pupil at the time of incident. The year head is informed. who speaks to the said pupil.(Restorative approach)

ag caint leis an dalta sin, cur chuige aisiríoch i bhfeidhm.

Céim 2

Má leanann an t-iompar* cuirtear comhairle agus/nó pionós ar an dalta – cuirtear nóta ar vsware.

* fianaise ón íospartach agus/nó tuilleadh foirmeacha 'Eachtra a Tharla'

Céim 3

Mura dtagann deireadh leis an iompar agus go dtuigtear gur bulaíocht atá i gceist, leantar an nós imeachta seo:

1. Labhraítear leis an dalta go haonarach
2. Tugtar Comhairle/Treoir
3. Labhraítear leis na daltaí le chéile (gan mhilleán)*

Is ag an phointe seo a leantar an nós imeachta atá i bhfeidhm. Cuirtear béim ar an iompar in ionad milleán a chur ar an duine. Déantar an cás a iniúchadh. Cuirtear agallamh ar na daltaí go haonarach agus ansin le chéile leis an fhadhb a shárú. Nuair atá iniúchadh á dhéanamh ar chás caithfear a thuiscint nach ionann dalta a chur faoi agallamh agus bulaí a ghlaoch air/uirthi. Caithfear é seo a shoiléiriú nuair a chuirtear an beartas i láthair na ndaltaí.

Céim 4

Má leanann an bhulaíocht is ag an phointe seo a chuirtear cód iompair na scoile i bhfeidhm.

1. Fanacht siar
2. Fanacht siar Inmheánach
3. Fionraí

Nótaí, litreacha agus plé le tuismitheoirí

Céim 5

Tógtar an cás go leibhéal Boird Bainistíochta agus bíonn na daltaí agus na tuismitheoirí páirteach ann.

Céim 6

ETB Dhún na nGall – díbirt.

Step 2

If the behaviour continues* the pupil is advised and/or sanctioned – note on vsware (D).

*evidence from victim and/or more 'Incident' forms

Step 3

If the behaviour does not stop and it is understood to be bullying the following procedure is followed:

1. Pupil spoken to individually
2. Advice/Direction given
3. Pupils spoken to together (no blame)*

It is at this point that the current procedure is followed. The focus is on the behaviour rather than blaming the individual. The case is investigated. The pupils are interviewed separately and then together in order to overcome the problem. It must be clearly understood that investigating a case does not imply that a pupil being interviewed is automatically considered a bully. This will have to be made clear when the policy is being introduced to the pupils.

Step 4

If the bullying continues at this point the school's code of behaviour comes into action.

Detention

Internal Detention

Suspension

Notes, letters, discussion with parents

Step 5

The case is brought to Board of Management level, pupils and parents involved.

Step 6

Donegal ETB – expulsion.

CÁS 2

Má dhéanann dalta, meantóir (D) nó tuismitheoir gearán go díreach le húdarás na scoile i leith

CASE 2

If a complaint comes directly to the school authorities from a pupil, mentor or

iompar mí-oiriúnach tosaíonn an próiseas ag céim 3, sé sin déantar an cás a iniúchadh faoi phróiseas aisiríoch gan aon mhilleán a chur sa chaoi is gur féidir na fíricí a chinntiú. Sa chás seo, líonann údarás na scoile isteach an fhoirm 'Eachtra a Tharla'

*** Tá sé tábhachtach go dtuigfeadh an dalta nach ionann fiosrúchán i leith líomhna agus cúiseamh ina choinne agus go n-éistfí leis an scéal iomlán sula ndéanfaí gníomh.**

parent/guardian regarding inappropriate behaviour the process begins at step 3, that is to say that the case is investigated under the restorative practice guidelines using the no blame approach in order to ascertain the facts. In this instance the school management completes the 'Incident' form.

*** It is important that the pupils understand that an inquiry relating to an allegation does not amount to an accusation and that every side of the story must be heard before action can be taken**

Naisc Le Polasaí Eile

Agus an Polasaí seo á chur i bhfeidhm, caithfear monatóireacht a dhéanamh ar na himpleachtaí a d'fhéadfadh a bheith aige ar bheartais eile na scoile, mar shampla an Cód Iompair, treoirlínte do chosaint leanaí, beartas OCG, baill fhoirne nua á n-ionduchtú srl. Déanfar athbhreithniú air seo ar bhonn rialta.

Links to other policies

During the implementation of this policy any possible implications on other school policies such as the school's code of behaviour, child protection guidelines, induction of new staff etc must be monitored. This will be reviewed on a continual basis.

Naisc Leis An Churaclam

I gColáiste Ailigh cuirimid béim ar an ngné thréadach den oideachas. Déantar an bhulaíocht a phlé i réimsí eile den churaclam ach tugann an rang OSPS deis don rang agus don mhúinteoir fiosrúchán agus plé níos doimhne a dhéanamh ar iompar mí-oiriúnach agus cur ina choinne go héifeachtach.
Sna hiar-bhunscoileanna caithfear an t-Oideachas Sóisialta Pearsanta agus Sláinte (OSPS) a thráthchlárú mar chuid do chroíchuraclam na sraithe sóisearaí. Cuireann an OSPS deiseanna ar fáil do na daltaí a gcuid scileanna agus inniúlachtaí a fhorbairt chun aire a thabhairt dóibh féin agus do dhaoine eile agus chun cinneadh feasach a dhéanamh i dtaca lena sláinte, lena saolta pearsanta agus lena bhforbairt shóisialta. Tugtar faoi cheist na bulaíochta i ngach ceann de na trí bliana i gclár OSPS na sraithe sóisearaí.

Link to Curriculum Delivery

In Coláiste Ailigh we emphasise the importance of the pastoral aspect of education and this is reflected in every class having a timetabled SPHE class. The theme of bullying is raised and discussed in other curricular areas but the SPHE class gives the class and the teacher the opportunity to probe deeper, discuss in more depth, challenge more effectively behaviour which is unacceptable.
In post-primary schools, Social, Personal and Health Education (SPHE) must be timetabled as part of the junior cycle core curriculum. SPHE provides students with opportunities to develop the skills and competencies to care for themselves and others and to make informed decisions about their health, personal lives and social development. The issue of bullying is dealt with in each of the three years of the SPHE junior cycle programme.

Naisc Eile A D'fhéadfaí A Bheith Ann

- OSSP
- Clár Treoir agus Comhairleoireachta
- An t-Idirbhliain
- Cúram Tréadach
- Curaclam neamhfhoirmeálta m.sh spóirt, gníomhaíochtaí seach-churaclam a chuireann béim ar an tábhacht a bhaineann le comhoibriú agus caoinfhulaingt.

Other links may include

- CSPE
- Guidance and Counselling Programme*
- Transition Year
- Pastoral Care
- Informal curriculum e.g. sports, extra-curricular activities which focuses on the importance of cooperation and tolerance.

Cur I Bhfeidhm & Cumarsáid

Cuirfear an dréacht polasaí faoi bhráid na múinteoirí, na daltaí (trí chomhairle na ndaltaí) agus na tuismitheoirí (seolta ag gach baile) lena dtuairimí a fháil faoi aon athruithe ar cheart a dhéanamh. Déanfar na hathruithe cuí leis an dréacht agus cuirfear an polasaí athbhreithnithe, más gá fiú é a athbhreithniú, faoi bhráid an Bhoird Bhainistíochta lena bhfaomhadh.

Implementation and Communication

The draft policy will be circulated to teachers, students (via the student council) and parents/guardians (issued individually to all parents/guardians) seeking their opinions regarding any changes to be made. The draft will be amended accordingly and the revised policy, if revisions are indicated, will be submitted to the Board of Management for approval.

Daingniú

Daingneofar an polasaí seoag tús gach bliana acadúla.

Ratification

This policy should be ratified at the start of each academic year.

Monatóireacht

Beidh monatóireacht a dhéanamh ar an bpolasaí i rith na scoilbhliana.

Monitoring

The policy should be monitored throughout the school year.

Ghlac an Bord Bainistíochta an beartas seo an **21/09/2023.**

This policy was adopted by the Board of Management on ***21/09/2023.***

[signature]

Cathaoirleach

Dáta 21.09. 2023

[signature] Seán Mac ...

Príomhoide

Dáta 21/09/2023

Auguisín 1 - Eachtra a tharla

Dáta: ______________________ **Am:** ________________

Ainm Dalta: ______________________ **Rang:** ________________

Daltaí eile i gceist: ______________________________________

SONRAÍ

Brú ____

____

____

Bualadh/ciceáil ____

____

____

Baisteachán/ Maslú ____

____

____

Bagairtí ____

____

Eile: ____

____

____

Síniú an Mhúinteora: ______________________________

Is ar an Phríomhoide agus/nó ar an leas-phríomhoide a bheidh an fhreagracht na foirmeacha 'Eachtra a Tharla' a bhailiú agus a chomhordú. Beidh freagracht orthu freisin an t-eolas iontu a scaipeadh mar is cuí.

Appendix 1 Incident Report

Dáta: ______________________ **Am:** ____________________

Ainm Dalta: ______________________ **Rang:** ____________________

Daltaí eile i gceist: ______________________
Other pupils

SONRAÍ/Details

Brú ______________________
Pushing

____

____

Bualadh/Ciceáil ______________________
Hitting/kicking

____

____

Glaoch ainm/Maslú ______________________
Name calling/insults

____

____

Bagairt ______________________
Threats

____

____

Eile ______________________
Other

____

____

Síniú Múinteora: ______________________

The Principal and/or Deputy Principal will be responsible for the collection and collation of the 'Incident' forms. The dissemination of the information contained within them is also their responsibility.