Bí **Cineálta** **Policy**	
SN Iorball Sionnaigh	**Urbleshanny National School**

Policy to Prevent and Address Bullying Behaviour

Introduction

The Board of Management of **SN Iorball Sionnaigh, Scotstown** 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 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. As a school community, we have a collective responsibility to work together to prevent and address bullying behaviour and to deal with its negative impact.

We are committed to ensuring that all students are kept safe from harm and that student wellbeing is at the forefront of everything we do. In accordance with equality legislation, we will take all reasonably practicable steps to prevent harassment based on 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* as:

> **Targeted behaviour, online or offline, that causes harm.**

- **Nature of Harm:** Physical, social, and/or emotional.
- **Frequency:** Repeated over time.
- **Dynamic:** Involves an imbalance of power in relationships between people or groups. (See Chapter 2 for detailed definition)

Section A: Policy Development and Consultation

Stakeholder Group	Consultation Date(s)	Method of Consultation
School Staff	Nov 2024, Feb 2025, May 2025	Staff meetings; development of pupil survey; full training on Bí Cineálta guidelines.
Students	February 2025	Classroom questioning, group discussions, and recorded responses.
Parents	May 2025	Bullying behaviour questionnaire via Google Forms.
Board of Management	June 2025	Formal Board meeting.
Wider Community	June 2025	UHC staff consultation; student-friendly document discussed with bus drivers and "Tots to Teens" creche.

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

Date Policy Approved: 7th July 2025

Date of Last Review:

Section B: Preventing Bullying Behaviour

We employ a multi-faceted approach to prevent bullying through culture, curriculum, and relationships: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)

1. Culture and Environment

- **Supervision:** Active, non-passive supervision on the yard.
- **Atmosphere:** Maintaining a positive, safe, clean, and inviting school building.
- **Student Voice:** Active engagement through *Comhairle na Scoile*, Active Flag committee, and *Gaelbhratach* Committee.
- **Inclusion:** Consistent reinforcement of expectations; use of sensory walks/rooms for emotional regulation.
- **Expectations:** Clear behavioural expectations established and reinforced. Implement effective routines and transitions.
- **Visual Prompts:** Positive messaging and signs displayed throughout the school.

2. Curriculum and Learning

- **SPHE:** Explicit teaching of respectful language ("Respect Myself, Respect Others, Respect our School").Teaching of empathy, resilience and emotional literacy.
- **Programmes:** Implementation of *Stay Safe* (biennially), *Flúirse*, and *Busy Bodies* for RSE. DEY Counselling Programme.
- **Digital Citizenship:** Explicit teaching of appropriate social media/internet use (Webwise.ie Bernardos STAR).
- **SET:** Consideration for the additional needs of pupils regarding their skill development to enable all pupils to respond appropriately, commensurate with their ability.
- **Anti-Bullying Week:** Annual bespoke slideshow for all classes to understand and prevent bullying.
- **DLP Awareness:** Ensuring all students are aware of the Designated Liaison Person (DLP) and Deputy (DDLP).

3. Relationships and Communication

- **Modelling:** Staff model positive interactions at all times.
- **Peer Support:** *Cairde Chlóis* (6th class buddies for Infants).
- **Engagement:** Promotion of group work, circle time, and extra-curriculars (quiz, chess, sports).
- **Parental Support:** Support for the Parent Association and offer clear guidelines for reporting allegations.
- **Staff Vigilance:** Teachers and SNAs monitor children's mood and are asked to keep a close eye on children if a child becomes withdrawn.

4. Policy and Planning

- **Documentation:** Integration with Code of Behaviour, Acceptable Use Policy (AUP), and Child Safeguarding Statement. Supervision policy.Attendance policy.Arrival and dismissal policy. SPHE, RSE, PE and SEN policies.
- **Responsibility:** Code of Behaviour and AUP signed appropriately.
- **Mobile Phones:** Use by pupils is strictly forbidden.
- **Procedures:** Clear, confidential, and consistent procedures for reporting and addressing bullying behaviour. (Section C)
- **Monitoring:** Annual pupil survey using the NEPS questionnaire.

Section C: Addressing Bullying Behaviour

Relevant Personnel: * Primary Responsibility: All teachers in Urbleshanny NS (permanent and non-permanent).

- **Support:** Principal and Deputy Principal.
- **Oversight:** DLP and DDLP.

Procedural Steps

The primary aim is to **stop the behaviour and restore** as far as practicable, **relationships**, (rather than to apportion blame).

1. **Gather Information:** * Interview students individually first, then collectively if appropriate.
   - Conduct all conversations with sensitivity, ensuring the student experiencing bullying is heard and reassured. Ensure the privacy of those involved, consider the age and ability
2. **Determine Bullying:**
   - Staff ask: Is it **Harmful**? Is it **Repeated**? Is it **Targeted**?
   - If "Yes" to all three, it is bullying. If "No" to any, it is handled under the Code of Behaviour.
   - Listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation.
   - Identify the supports needed for the student who is displaying bullying behaviour to better manage relational difficulties and ensure that their needs are met.
3. **Recording:**
   - Incidents and allegations are recorded in the agreed format (hard copy in Principal's office). For Form and Type see pages 20-24 of Bí Cineálta.
   - Take action in a timely manner.
   - A note of the record is added to the *Databiz* system.
   - Given the complexity of bullying behaviour, the staff of SN Iorball Sionnaigh acknowledge that no one approach works in all situations.

4. **Parental Engagement:**
   ○ Parents are an integral part of the school community and play an important role, in partnership with schools, in addressing bullying behaviour.
   ○ Parents of all parties are contacted at an early stage to consult on actions.
5. **Child Protection:**
   ○ If the behaviour constitutes a child protection concern, it is addressed immediately under the *Child Protection Procedures*.

Follow-Up and Review

- **Check-in:** The teacher must engage with students and parents again **within 20 school days** of the initial engagement.
- **Documentation:** Review sessions are documented to determine if the behaviour has ceased. Any engagement with external services/supports should be noted. The date that it has been determined that the bullying behaviour has ceased should also be recorded.
- **Escalation:** If the behaviour continues, strategies from the **Code of Behaviour** will be considered. Disciplinary sanctions, if considered, are a matter between the relevant student, their parents and the school.
- **Appeals:** If a parent is unsatisfied, they are referred to the school's formal complaints procedure(available on our website).

Section D: Oversight and Accountability

- **Board Reporting:** The Principal provides a bullying update at every Board of Management meeting (number of incidents, trends, and strategies used, without identifying individuals, see Chapter 7).
- **Accessibility:** This policy is available on the school website and in hard copy upon request. A student-friendly version of this policy is displayed in the school
- **Review Cycle:** This policy is reviewed annually or following material changes in legislation or school context.

Signed: *Mary Carroll* **Date:** 07–7-2025

(Chairperson, Board of Management)

Signed: *Nuala Mhic Gabhann* **Date:** 07-07-2025

(Principal)