**Appendix 6**

# Bí Cineálta!

We want everyone at Our Lady's to feel safe and happy.

If you think that you are being bullied or someone else is being bullied, you need to tell a teacher or another adult that you trust. They will know what to do to help.

Get help!

Tell someone!

Please tell someone if you think that you are being bullied or someone else is being bullied.

Our school has a Bí Cineálta policy to try to stop bullying behaviour. We look at this policy every year to see what is working well or what could work better. We will ask you what you think.

**If a student tells a staff member that they think they are being bullied, we will:**

- talk with the student
- ask the student what they want to happen
- work out a plan together
- talk to their parents
- talk to the other student(s) involved
- talk with the other student's parents

Bullying behaviour is when someone keeps being mean hurtful to others on purpose over and over again.

When it happens a lot. Not just once.

**What is bullying?**

Bullying is **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.

**Bullying & your rights**

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.

**What will the school do to prevent bullying?**

- We will promote a culture and environment that prevents bullying (e.g. an inclusive mission statement, daily contact with tutors)
- We will teach about bullying through the curriculum (e.g. Religion, SPHE, CSPE etc)
- We will consult with students about policy and planning, particularly in relation to bullying
- We will build positive relationships and partnerships between parents, teachers and students to prevent bullying.

**Are there particular types of bullying the school will focus on?**

We have strategies in place to prevent cyber bullying, homophobic bullying, racist bullying, sexist bullying and sexual harassment.

**What happens if bullying is reported?**

Staff promote a 'telling environment'. Reporting of bullying is encouraged as part of the school's culture.

All conversations with regard to a complaint are conducted with great sensitivity.

**Is all bad behaviour bullying?**
To determine whether the behaviour reported is bullying behaviour, the following questions are considered:

1. Is the behaviour targeted at a specific student or group of students?
2. Is the behaviour intended to cause physical, social or emotional harm?
3. Is the behaviour repeated?

If the answer is 'yes' to each of these questions, the case will be dealt with as an incident of bullying.
If the answer is 'no', any bad behaviour will be dealt with via the school's Code of Behaviour.

**What happens when it is a 'bullying' case?**

The primary aim in addressing reports of bullying behaviour is to stop the bullying behaviour and to restore, as far as is practicable, the relationships of the parties involved.
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

**What supports are provided to those effected by bullying?**
The school's programme of support for working with pupils affected by bullying is as follows:

- The Student Support Team will work closely with the student to ensure they are actively supported
- The School's Guidance Department will also put in place a program of support in conjunction with the Year Head
- In some circumstances, depending on resources, the services of an outside private Counsellor may be provided
- If beneficial, a 'Check-and-Connect' teacher mentor may be provided to help a student
- Restorative Circles can be used with the consent of all parties.

The school in certain circumstances may also seek the support and advice of external agencies.

**What happens after bullying has been dealt with?**

Within twenty days of the reporting of the incident(s), the investigating teacher will again contact all parties. If it becomes clear that the student who is

displaying the bullying behaviour is continuing to display that behaviour, then consideration will be given to using the Code of Behaviour to deal with

the behaviour.

**Is bullying a crime?**

Our policy explicitly acknowledges that some bullying behaviours may constitute criminal offences. In such cases, the school will liaise with An Garda Síochána, TUSLA, or relevant statutory agencies as appropriate.

**Who do I contact if there is a bullying issue?**

Please speak to any teacher.

**Are there more details on how the school deals with bullying?**

Check out the school website for a full version of this policy (see olss.ie)