



Rosemont School Anti-Bullying Policy

Dated: June 2017

Mission Statement

Rosemont School strives for excellence by creating an environment which fosters the development of each student in all aspects of the human person - spiritual, intellectual, moral, physical and social.

Students are encouraged to set personal goals, take ownership of their learning and to initiate positive change.

A sense of values and a commitment to the service of others together with a deep understanding of the Catholic faith is central to the mission of Rosemont.

Introduction

Inspired by our mission statement and 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 Rosemont School 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 2013*.

Vision

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 create a school environment which encourages the development of our talents in service of family, friends, school and the wider community. Therefore it enforces a zero tolerance policy on all types of bullying. It is welcoming of difference and diversity and is based on inclusivity. The school building is designed to facilitate communication between parents, staff and students.

Aims

Rosemont acknowledges the right of each member of the school community to enjoy school in a secure environment and acknowledges the uniqueness of each individual and their worth as a human being. The school promotes positive habits among all its members and endeavours to foster a school-wide approach to encourage students in the following principles:

Empathy, respect and resilience in pupils

Responsibility for their conduct and values
Courtesy and respect to staff and students
Honesty in their communications
Awareness, acceptance and respect for differences
Genuine concern for their fellow students
Sensitivity to the needs of others
Approach any teacher to inform about an incident that constitutes bullying behaviour.

Nature of bullying

Bullying - unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which may or may not be repeated over time –is unacceptable and will not be tolerated in Rosemont.

Bullying may include (but is not restricted to) the following types of behaviour

- deliberate exclusion
- malicious gossip and other forms of relational bullying,
- cyber-bullying including inappropriate use of social media and mobile phones including Apps
- identity-based bullying
- damage to or interference with another's property

Strategies

As Rosemont has a zero tolerance policy towards bullying, the school is committed to work towards preventing and tackling bullying behaviour.

Students are encouraged:

- to contribute to their class and the school
- to take ownership of their actions and their words
- to be respectful of others while in class, in the school grounds, at sports, on the bus and with the general public, especially when in uniform

This is promoted through school wide culture:

- General assembly
- Class assembly
- All subjects on the curriculum
- SPHE and RE
- Coaching
- Student Council
- Social work in the community
- Courses for parents

Specific activities that foster these qualities:

- Organisation of whole school activities; e.g. school 5 k run; coffee mornings; healthy breakfast
- Activities organised by one class for other classes; e.g. Junior Cycle Quizzes; buddy system

- Lunchtime and after school activities: basketball; hockey; drama; choir
- Students working on Sample Afternoons for incoming students
- Whole school Virtue Programme
- Poster competitions and displays of posters
- Serving the local community: working in the local community centre; helping with St Vincent de Paul; teaching in the local primary schools; attending centres for people in need
- Parenting courses
- Internet technology policy
- Filtering of internet by DES

Reporting bullying behaviour

An adult or student can approach any teacher to inform about an incident that constitutes bullying behaviour. Non-teaching staff such as administration staff, special needs assistants, the bus drivers and the cleaning team should report any incidents of bullying behaviour witnessed by them, or mentioned to them, to the relevant teacher;

All reports, including anonymous reports of bullying, must be investigated and dealt with by the relevant staff members, who will keep a record of these reports, the actions taken and any discussions with those involved regarding same (see Appendix 1). The recording template (Behaviour Report) will be completed in full and retained by the management team

In the event that a student or parent alleges that a teacher is bullying a student, the Complaints Procedure is to be followed (see School Policies on school website)

Investigation and follow-up of allegations of bullying behaviour:

- The teacher receiving the allegation of bullying should bring it to the attention of the Class teacher or Deputy Principal, who will ascertain whether it requires further investigation
- The primary aim in investigating and dealing with bullying is to resolve any issues and to restore, as far as is practicable, the relationships of the parties involved (rather than to apportion blame)
- Parents and pupils are required to co-operate with any investigation and assist the school in resolving any issues and restoring, as far as is practicable, the relationships of the parties involved as quickly as possible;
- Where appropriate, the School may ask parents of students involved to attend a meeting to explore resolution of any problems
- Take a calm, unemotional problem-solving approach when dealing with incidents of alleged bullying behaviour reported by pupils, staff or parents;
- All interviews will be conducted with sensitivity and with due regard to the rights of all pupils concerned.

Programme of support for working with pupils affected by bullying

- The school will work closely with parents to ensure that any student affected by bullying behaviour has the necessary supports.
- Teachers will seek to ensure that students do not have negative experiences because they reported bullying.

- Senior students will work to support junior students who have suffered from bullying.
- Class teachers will organise activities to help the student grow in confidence and self-esteem.
- Group work will be monitored so that it is also an opportunity for growth in self-esteem.
- Counselling may be recommended to parents where relevant for students needing this help because of a bullying incident.

Supervision and Monitoring of Pupils

There is adequate supervision of students before, during and after the school day

This policy was reviewed and updated in 2017, and adopted by the Board of Management on June 15th 2017.

An annual review by the Board of Management will take place every academic year. The next review will be completed by June 2018.

Signed: _____ Signed: _____
(Chairperson of Board of Management) (Principal)

Date: _____ Date: _____

Appendix 1

Procedures for investigation, follow-up and recording of bullying behaviour

- The relevant people for investigating and dealing with bullying are the Deputy Principal and where relevant the Class Teacher
- The people involved in investigating work closely with the class teachers, coaches, subject teachers, parents and student council where relevant
- The primary aim for the relevant person in investigating and dealing with bullying is to resolve any issues and to restore, as far as is practicable, the relationships of the parties involved (rather than to apportion blame)
- Parents and pupils are required to co-operate with any investigation and assist the school in resolving any issues and restoring, as far as is practicable, the relationships of the parties involved as quickly as possible;
- All involved (including each set of pupils and parents) will be informed of the above approach from the outset

The relevant people will aim to carry out the investigation taking the following into account:

- Take a calm, unemotional problem-solving approach when dealing with incidents of alleged bullying behaviour reported by pupils, staff or parents;
- Incidents are generally best investigated outside the classroom situation to ensure the privacy of all involved;
- All interviews will be conducted with sensitivity and with due regard to the rights of all pupils concerned.
- In cases where it has been determined by the relevant teacher that bullying behaviour has occurred, the parents of the parties involved should be contacted at an early stage to inform them of the matter and explain the actions being taken (by reference to the school policy). The school should give parents an opportunity of discussing ways in which they can reinforce or support the actions being taken by the school and the supports for their pupils;
- Where the relevant teacher has determined that a pupil has been engaged in bullying behaviour, it should be made clear to her how she is in breach of the school's anti-bullying policy and efforts should be made to try to get her to see the situation from the perspective of the pupil being bullied;
- It must also be made clear to all involved (each set of pupils and parents) that in any situation where disciplinary sanctions are required, this is a private matter between the pupil being disciplined, their parents and the school;
- Follow-up meetings with the relevant parties involved should be arranged separately with a view to possibly bringing them together at a later date if the pupil who has been bullied is ready and agreeable. This can have a therapeutic effect;
- In cases where the relevant teacher considers that the bullying behaviour has not been adequately and appropriately addressed within 20 school days after they have determined that bullying behaviour has occurred, it must be reported to the Board of Management

In determining whether a bullying case has been adequately and appropriately addressed the relevant teacher must, as part of their professional judgement, take the following factors into account:

- Whether the bullying behaviour has ceased;
- Whether any issues between the parties have been resolved as far as is practicable;
- Whether the relationships between the parties have been restored as far as is practicable;
and
- Any feedback received from the parties involved, their parents or the school Management Team
- Where a parent is not satisfied that the school has dealt with a bullying case in accordance with these procedures, the parents will be referred, as appropriate, to the school's complaints procedures. In the event that a parent has exhausted the school's complaints procedures and is still not satisfied, the school will advise the parents of their right to make a complaint to the Ombudsman for Children.