

# **St. Peter's College**

## **ANTI - BULLYING POLICY**

**Rationale:** To nurture the values of tolerance, inclusion and care within the school and wider community.

### **DEFINITION**

**Bullying consists of repeated aggressive behaviour whether by word, by physical action, online or otherwise, directly or indirectly applied, by one or more persons against another person or persons which undermines the individual person's right to personal dignity.**

### **Objective**

**"We aspire to fulfil the commitment to Anti-Bullying by fostering an atmosphere of respect, understanding and encouragement between all who teach, work and learn in St. Peter's College, so that the development and contribution of every individual can be acknowledged, and all can work together to benefit personal growth and the common good."**

**The Equal status act 2000 prohibits** discrimination on the following grounds:

- Age
- Disability
- Family status
- Gender
- Marital status
- Membership of the Traveller Community.
- Race
- Religion
- Sexual orientation

### **STATEMENT ON BULLYING:**

- Every person in the school is entitled to respect and to be free of any type of bullying.
- Students and parents must sign the anti-bullying agreement, found in the students diary, upon commencing education at St Peter's College (appendix 2)
- The school will work proactively, as far as it can, to ensure that bullying does not take place.
- Reporting incidents of bullying is responsible behaviour.
- A record will be kept of all reported incidents of bullying.
- The matter will be dealt with seriously. (*see Procedures for noting and reporting incidents of bullying*)
- The school has a programme of support for both the bully and the bullied.
- Appropriate action will be taken to ensure that bullying does not continue.
- Reported to the Board of Management

## **Education and prevention policy**

**It is School policy to provide education on bullying in the following manner:**

- All year groups are facilitated through the SPHE (Social, Personal and Health Education) programme which incorporates bullying information and learning.
- A Monitor system is in place, where senior students are paired with 1st year students at the start of the new academic year; training is provided for these students.
- New students, who join the school after September of 1st Year, are allocated a mentor - ideally, this is another student from within the same year group.
- Positive reinforcement of behaviour for the better good of the community is encouraged through the diary system.
- St Peter's College anti-bullying charter (appendix 3) will be displayed in the school building
- A Friendship/Anti-Bullying Awareness Week is organised for students each year.
- Talks for parents
- Jigsaw health team
- Student Jigsaw health team
- *Workshops*
- *Guest speakers*

The school has a pastoral care system in place, and reports of all incidents (wherever they may have been reported) will be dealt with through the school pastoral care structures.

### **TYPES OF BEHAVIOUR DEEMED TO BE INAPPROPRIATE:**

- Humiliation; including name-calling and derogatory reference to academic ability, sexual orientation, etc.
- Intimidation; including aggressive use of body language.
- Verbal abuse
- Written abuse, anonymous or otherwise.
- Physical abuse or threatened abuse.
- Aggressive or obscene language.
- Cyber Bullying which is the misuse of technology to intimidate or threaten another student. This can include sending or posting inappropriate or derogatory email messages, text messages, digital pictures or images or website postings/social networking sites See appendix 4
- Racist comments
- Victimisation; including very personal remarks.
- Exclusion and isolation.
- Unwarranted interference with personal possessions or locker.
- Threats, including demands for money.
- An attack by rumour, gossip, innuendo or ridicule on any individual's reputation.
- An attack by rumour, gossip, innuendo or ridicule on any family's reputation.

*This list is not exhaustive*

## **THIS POLICY APPLIES:**

In class  
Between classes  
Online behaviour  
Texting and phonecalls  
On the school premises  
While in school uniform  
On the way to and from school  
On any school based activity, school tours etc.  
To any event/activity conducted in the school's name  
*This list is not exhaustive*

## **Support Personnel**

### ***Support personnel***

#### **Chain of support:**

*Teachers /Tutor / Ceannaire / Deputy Principals / Principal / Board of Management /*

#### **Other support personnel**

Guidance Counsellors / School Counsellors/Chaplain /care team may also be available.

#### **Other supports**

Student Monitors / Caomhnoirí / Friends for Life Programme.

## **PROCEDURES FOR NOTING AND REPORTING INCIDENTS OF BULLYING:**

- Students should discuss any incident of bullying with a teacher or another trusted adult within the school system; this is responsible behaviour rather than "telling tales".
- Parents/guardians should contact the Tutor or Ceannaire, or in exceptional cases the Deputy Principal or Principal directly, regarding incidents of bullying behaviour that they might suspect or that have come to their attention through their children, other student(s) or other parents
- 

### **Initial report/disclosure of bullying behaviour**

- Teachers and/or Tutors with the support of the Ceannaire and the counselling team will investigate the reported incident
- The issue(s) will be addressed using all available supports.
- Parents/guardians may be invited to a meeting
- When a bullying incident has been confirmed parents/guardians may be informed
- Confirmed incidents of bullying and sanctions may be referred to the Board of Management at the discretion of the Principal.
- Records of bullying incidents will be kept in this school for 5 years after all involved in the incident have left the school. (appendix 1)
- All serious incidents of bullying should be reported to the principal (DLP) or the deputy designated liaison person without delay.
- Complaints regarding a staff member should be referred to immediately to the Principal.

## **Possible supports and sanctions for confirmed incidents of bullying**

### **Supports**

- Counselling offered/recommended to all parties
- Consultation with student(s) and/or parents/guardians
- Inclusion in the Friends for life program offered/recommended
- Referral to child psychologist/Garda juvenile liaison officer
- Contact with other support agencies e.g. CAMHS, TULSA

### **Sanctions**

- A verbal reprimand – a talk with student(s) regarding the effects of their behavior, seeking a verbal agreement regarding future behavior.
- Outline a fair outcome if appropriate e.g. an apology, return of property etc.
- Detention /other agreed sanction from school's Code of Behaviour including suspension/temporary withdrawal from class
- A written agreement – a signed written agreement by the student and/or parents/guardian regarding improved future behavior.
- A period of monitored behavior through the use of e.g. the Ceannaire diary
- The future of the student in the school may be considered and this may include permanent exclusion from the School.
- Parents/guardians will be informed if their child is involved in a bullying incident

Appendix 1

**St. Peter's College**

**Initial Incident Report Form**

Teacher: \_\_\_\_\_

Class: \_\_\_\_\_

Date: \_\_\_\_\_

Time: \_\_\_\_\_

Names of Students: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Details of Incident: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Action Taken: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Suggestions for follow up: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

**Anti-Bullying Agreement at Induction to School**

**BULLYING IS UNACCEPTABLE**

**AND WILL NOT BE TOLERATED IN ST. PETER'S**

- **A record of incidents will be kept for 5 years**
- **Procedures as described in our Anti-Bullying Policy will be followed**
- **Everyone involved in bullying will receive *support***
- **Students who bully will be subject to serious sanctions including suspension and permanent exclusion from school.**

**You must not:**

- **Hurt another person physically or emotionally**
- **Threaten or intimidate**
- **Deliberately exclude or isolate**

**Student Name.....**

**Student sign.....**

**Parent(s)/Guardian(s) sign .....**

**Date.....**

## **St. Peter's College Anti-Bullying Charter**

Every individual has the right to be treated with respect, tolerance, understanding and in a just manner.

You must never verbally, physically or psychologically bully students, teachers or any other persons.

**This means that you must never:**

- Hit, kick or push other students
- Jeer others or their families
- Name call or 'slag' other students
- Steal or damage property
- Threaten others in any way
- Ignore, isolate or exclude another student
- Make snide or smart comments about students
- Exclude others from conversations when they are present
- Make hostile facial expressions or rude gestures
- Make hurtful or sarcastic comments to other students
- Use phones, computers or other technological methods to threaten or intimidate
- Any inappropriate behaviour that makes a person feel uncomfortable

If you are being bullied or if you know someone who is being bullied, you must report it to someone, a teacher, a monitor or your parents and **YOU WILL BE HELPED.**

**BULLYING IS NOT ACCEPTABLE AND WILL NOT BE TOLERATED**

*St. Peter's College Anti-Bullying Policy is available on the school website*

## Appendix 4

### Cyberbullying

This is a type of bullying carried out through the use of information and communication technologies such as text, social network sites, email, instant messaging (IM), apps, gaming sites, chat-rooms and other online technologies.

Cyberbullying is defined by the Department of Education and Skills as..

***“Placing a once off, offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behavior.”***

(DES, (2013) *Anti-bullying Procedures for Primary and Post-Primary Schools.*)

### Examples of cyberbullying

- Flaming: Online fights using electronic messages with angry and vulgar language
- Harassment: Repeatedly sending offensive, rude, and insulting messages/images
- Cyber Stalking: Repeatedly sending messages or using other online activities that include threats of harm or that make people afraid for their own safety
- Denigration: Sending or posting cruel gossip or rumours about a person to damage his or her reputation or friendships
- Impersonation: Pretending to be someone else and sending or posting material online that makes someone look bad, gets her/him in trouble or danger, or damages her/his reputation or friendships
- Outing and Trickery: Tricking someone into revealing secret or embarrassing information which is then shared online
- This list is not exhaustive

### What can you do if you are being cyber-bullied

- Never reply to online bullying or harassment
- Put yourself in control - store and print out messages and keep them as evidence, noting exact time and date if possible
- Block communication with the Cyber Bullying person:
  - (a) by email, by adding her/him to your “blocked list” and
  - (b) on social networking sites (e.g. Facebook or Twitter) by
    - (i) reporting the bullying to the site administrators and
    - (ii) changing your privacy settings to exclude her/him
- Report the problem to parents/guardians and/or teachers/tutor .

**St. Peter’s College** will support students, teachers and parents/guardians in dealing with cyber-bullying.

St. Peter’s college is committed to the 0065/2011 - Child Protection Procedures for Primary and Post-Primary Schools and will act as required by LMETB, the Department of education and skills - <http://www.education.ie>, the Department of Children and Youth Affairs - Ireland, the Department of Justice and Equality and the Health Service Executive



