

Introduction

C.B.S. Charleville

Policy on countering Bullying Behaviour in the School Community.

C.B.S. Secondary School Charleville has a responsibility to counter bullying behaviour. The school rules require that every member of the school behaves in a considerate way and respects the rights of others.

Under the Board of Management's Duty of Care to its students, this school has been promoting anti-bullying policies and nurturing a caring environment through the school's mission statement and through its daily interaction within the school community. In class and curriculum approaches, aspects of individual and group relationships may be explored and students can be encouraged to approach adults for help when things go wrong for them or their peers. In this way this school demonstrates to pupils and parents that bullying is a serious problem and that, when witnessed or reported, it will be "seen and listened to and that something will be done to make things better in a confidential manner..

Definitions.

"the school" refers to C.B.S. Secondary School, Baker's Road, Charleville, Co. Cork (or Meanscoil na mBráithre, Ráthluirc, Co. Chorcaí) a "recognised" Christian Brothers School at Charleville, Co. Cork.

"The current Anti-bullying policy" refers to the Anti-bullying policy (called the Policy) dealing with allegations or issues related to bullying among the student population of the school for future academic years from September 2003.

The Board of Management (or "the Board") refers to the Board of Management of the school established under Section 14 of the Education Act 1998.

The student body or student population refers to the total number of students who are registered on the roll in the school (to include all students in 1st Year, 2nd Year, 3rd Year, Transition Year, 5th Year and 6th Year.

The Schools Mission Statement and Anti-Bullying Policy.

The school's mission is to create an educational environment conducive to the intellectual, moral, spiritual and physical development of its students.

This anti-bullying policy seeks to reflect that Mission within the resources available to the school.

1. Mission Statement

C.B.S. Charleville is a Christian Community.

Whole focus is the holistic formation and development of young people with particular reference to those who are specially challenged. This task is undertaken with care, compassion and concern for each student. C.B.S. Charleville is a place of growth and development which is both challenging and responsive.

In the light of these values of care, compassion and concern the school is strongly opposed to Bullying.

2. Definition of Bullying.

Bullying is repeated aggression, verbal, psychological or physical conducted by an individual or group against others.

(Department of Education & Science Guidelines, 1993).

It includes:

- Physical bullying e.g hitting, pushing, shoving, spitting, legs on corridors.
- Verbal bullying e.g. name-calling, mimicking, criticism of family, criticism of girlfriend, rumours about self or family members or friends, slugging, laughing at, commenting on clothers (non-designer labels) or clothes in general.
- Isolation
- Intimidation e.g. to lend home-work to be copied, to buy sweets fro someone else, to give money.
- Blackmail and threats, anonymous notes, telephone calls.
- Theft e.g. of money, of belongings.
- Mocking.

3. Procedure to prevent Bullying.

(a) Curriculum/formal

The school endeavours to raise awareness of the issue of bullying through

- Regular pastoral care class with tutor.
- S.P.H. E. programme at junior level.
- Religious Education Classes.

The aim is to create a climate which encourages pupils to disclose and discuss incidents of bullying behaviour.

- (b) Year group assemblies to highlight appropriate behaviour and school's anti-bullying policy.
- (c) School discipline code includes an anti-bullying statement.
- (d) All staff including ancillary staff to be encouraged to report bullying incidents.
- (e) Student Liaison Officer to help develop strategies for observing and confidentially reporting incidents of bullying among the student body (Prefects and Students Council).
- (f) Mentoring of Transition Year students to organizes peer support for 1st Year students.
- (g) Inform all parents and students of anti-bullying policy and disciplinary procedures.
- (h) Liaise with sixth class teachers and Principals in feeder primary schools re. Victims of Bullying.
- (i) Parents given guidelines re. Signs and symptoms of bullying and informed that the school will treat seriously approaches by parents re. Bullying. Records will be kept of such meetings.
- (j) Staff Inservice as required to help develop confidence and skills in dealing with Bullying issues.

4. Procedure for Noting and Reporting an incident of Bullying Behaviour.

- Incidents of bullying to be reported to the Guidance Counsellor/Principal/Teacher.
- Incident sheet to be completed by the Year Head in consultation with person reporting the incident. This will be retained in the student's file.
- Copy of incident sheet to be placed in anti-bullying file in Deputy Principal's Office.
- Serious cases of bullying behaviour by pupils should be referred to the Principal or Deputy Principal.
- Parents or Guardians of victims and bullies should be informed earlier rather than later of incidents so that they are given the opportunity of discussing the matter. They are then in a position to help and support their children before a crisis occurs.
- In the case of a complaint regarding a staff member, this should normally in the first instance be raised with the staff member in question and if necessary, with the Principal.
- Where cases, relating to either a pupil or a teacher remain unresolved at school level, the matter should be referred to the school's Board of Management.

5. Procedures for investigating and Dealing with Bullying.

The best advice is to take a calm, unemotional problem-solving approach when dealing with incidents of bullying behaviour reported by either pupils, staff or parents/guardians. Such incidents are best investigated outside the classroom situation to avoid public humiliation of the victim or the pupil engaged in bullying behaviour. In any incident of bullying, the teacher should speak separately to the pupils involved, in an attempt to get both sides of the story. All interviews should be conducted with sensitivity and with due regard to the rights of all pupils concerned. Pupils who are not directly involved can also provide very useful information in this way.

- (i) When analysing incidents of bullying behaviour seek answers to questions of what, where, when, who and why. This should be done in a calm manner, setting an example in dealing effectively with a conflict in a non-aggressive manner.
- (ii) If a gang is involved, each member should be interviewed individually and then the gang should be met as a group. Each member should be asked for his account of what happened to ensure that everyone is clear about what everyone else has said.
- (iii) If it is concluded that a pupil has been engaged in bullying behaviour, it should be made clear to him how he is in breach of the Code of Behaviour and Discipline and try to get him to see the situation from the victim's point of view.
- (iv) Each member of the gang should be helped to handle the possible pressures that often face them from the other members after interview.

- (v) Those investigating cases of bullying behaviour should keep a written record of their discussions with those involved to write down their account of the incident.
- (vi) In cases where it has been determined that bullying behaviour has occurred, meet with the parents or guardians of the two parties involved as appropriate. Explain the actions being taken and the reasons for them, referring them to the school policy. Discuss ways in which they can reinforce or support the actions taken by the school.
- (vii) Arrange follow-up meetings with the two parties involved separately with a view to possibly bringing them together at a later date if the victim is ready and agreeable. This can have a therapeutic effect.

6. Support Strategies.

Pupils who engage in bullying behaviour will be supported by the School Guidance Counsellor to help them learn other ways of meeting their needs without violating the rights of others. Victims will also receive support. Other local persons and formal agencies such as general medical practitioners, gardaí, health boards with their social workers and community workers may be consulted as appropriate.

7. Review.

This policy will be reviewed annually or as required.

8. Sanctions.

Where bullying has been investigated and confirmed to be taking place the school may take the following action:

- Detention
- Suspension.

9. Approval

This policy has been approved by the Board of Management on

Signed;

Chairperson

C.B.S. Charleville

Report of Bullying Incident

Day:

Date:

Time:

Place:

Pupils' Names:

Details of Incident:

Action Taken:

Signed:
