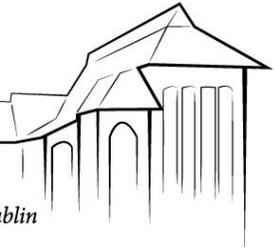


# All Saints'

## National School

*Carysfort Ave, Blackrock, Co. Dublin*



### Anti - Bullying Policy

1. 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 All Saints' National 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 which were published in September 2013.

2. 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 the following key principles of best practice in preventing and tackling bullying behaviour:

- A positive school culture and climate which
  - o is welcoming of difference and diversity and is based on inclusivity;
  - o encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
  - o promotes respectful relationships across the school community;
- Effective leadership;
- A school-wide approach;
- A shared understanding of what bullying is and its impact;
- Implementation of education and prevention strategies (including awareness raising measures) that
  - o build empathy, respect and resilience in pupils; and
  - o explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.
- Effective supervision and monitoring of pupils;
- Supports for staff;
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and
- On-going evaluation of the effectiveness of the anti-bullying policy

3. In accordance with the Anti-Bullying Procedures for Primary and Post-Primary Schools bullying is defined as follows:

Bullying is unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which is repeated over time.

---

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints'

## National School

*Carysfort Ave, Blackrock, Co. Dublin*



The following types of bullying behaviour are included in the definition of bullying:

- Deliberate exclusion, malicious gossip and other forms of relational bullying,
- Cyber-bullying and
- Identity-based bullying such as homophobic bullying, racist bullying, bullying based on a person's membership of the Traveller community and bullying of those with disabilities or special educational needs.

Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with the school's code of behaviour.

However, in the context of this policy, 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 behaviour.

Negative behaviour that does not meet this definition of bullying will be dealt with in accordance with the school's code of behaviour.

Additional information on different types of bullying is set out in Section 2 of the Anti-Bullying Procedures for Primary and Post-Primary Schools

4. The relevant teacher(s) for investigating and dealing with bullying is (are) as follows: (see Section 6.8 of the Anti-Bullying Procedures for Primary and Post-Primary Schools):

- The class teacher(s) initially – investigating any alleged case of bullying
- The principal thereafter if necessary

Any teacher may act as a relevant teacher if circumstances warrant it.

5. The education and prevention strategies (including strategies specifically aimed at cyberbullying and identity-based bullying including in particular, homophobic and transphobic bullying) that will be used by the school are as follows

- Parents are requested and actively encouraged to make their children aware of the unacceptability of bullying behaviour, and encourage them to report such behaviour to their teachers in school, or the staff of organisations to which they belong, whenever they witness it.
- In our school, children and their parents will be made aware of the unacceptability of bullying behaviour, and are encouraged by the staff to report such behaviour. Reporting is NOT telling tales (which is motivated by the wish to get someone in trouble), but IS

---

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints' National School

*Carysfort Ave, Blackrock, Co. Dublin*



acting responsibly (as it is motivated by wish to help someone who is being physically or emotionally hurt).

- School wide delivery of lessons on bullying from evidence based programmes, e.g. Stay Safe Programme, The Walk Tall Programme, and Website Teacher's Resources.
- The school anti-bullying policy is discussed with pupils and all parent(s)/guardians are given a copy as part of the Code of Behaviour of the school upon entry. It is also available on request from the office.
- The implementation of regular whole school awareness measures including posters, competitions, group assemblies etc.
- Ensuring that pupils know who to tell and how to tell, e.g.:
  - Direct approach to teacher at an appropriate time, for example after class.
  - Hand note up with homework
  - Get a parent(s)/guardian(s) or friend to tell on your behalf.
- We believe that every child should have a safe, happy and secure environment in which to perform their daily tasks. This is supported by our Code of Conduct.
- Through the curriculum there are many opportunities to teach anti-bullying, for example, Religious Education, S.P.H.E., R.S.E., Stay Safe, Drama, and P.E.
- Pupils will be provided with opportunities to develop a positive sense of self-worth.
- Experts in anti-bullying will visit the school to speak to children and parents.
- Our school specifically considers the additional needs of SEN pupils with regard to anti-bullying programme implementation and the development of skills and strategies to enable all pupils to respond appropriately.
- The following school policies also play a role in the implantation of education and prevention strategies within our school – Code of Behaviour, Child Protection Policy, Acceptable Usage Policy, etc.

The following signs and symptoms may suggest that a pupil is being bullied:

- i. Anxiety about travelling to and from school e.g. requesting parents to drive or collect him/her, changing travel routes, avoiding regular times for travelling to and from school.
- ii. Unwillingness to go to school, refusal to attend, truancy;
- iii. Deterioration in educational performance, loss of concentration and loss of enthusiasm and interest in school;
- iv. Pattern of physical illness e.g. headaches, stomach aches;
- v. Unexplained changes either in mood or behaviour which may be particularly noticeable before returning to school after weekends or more epically after longer school holidays;
- vi. Visible signs of anxiety or distress e.g. stammering, withdrawing, nightmares, difficulty in sleeping, crying, not eating, vomiting, bedwetting;

---

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

**Principal:** Amanda MacGowan

**Roll Number:** 10494K



- vii. Spontaneous out-of-character comments about either pupils or teachers;
- viii. Possessions missing or damaged;

Procedures for investigating and dealing with Bullying:

6. The school's procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies used by the school for dealing with cases of bullying behaviour are as follows

**RECORDING:** Noting and reporting of bullying behaviour is to be documented using the template for recording bullying behaviour (Appendix 2). All records must be maintained in accordance with relevant data protection legislation. The school's procedures for noting and reporting bullying behaviour will adhere to the following:

- i. The primary aim for the relevant teacher 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);
- ii. In investigating and dealing with bullying, the teacher will exercise his/her professional judgement to determine whether bullying has occurred and how best the situation might be resolved;
- iii. All reports, including anonymous reports of bullying must be investigated and dealt with by the relevant teacher. In that way pupils will gain confidence in 'telling'. This confidence factor is of vital importance. It should be made clear to all pupils that when they report incidents of bullying they are not considered to be telling tales but are behaving responsibly;
- iv. Non-teaching staff such as secretaries, special needs assistants (SNAs), bus escorts, caretakers, cleaners must be encouraged to report any incidents of bullying behaviour witnessed by them, or mentioned to them, to the relevant teacher;
- v. 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;
- vi. It is very important that all involved (including each set of pupils and parents) understand the above approach from the outset;
- vii. Teachers should take a calm, unemotional problem-solving approach when dealing with incidents of alleged bullying behaviour reported by pupils, staff or parents;
- viii. Incidents are generally best investigated outside the classroom situation to ensure the privacy of all involved;

# All Saints'

## National School

*Carysfort Ave, Blackrock, Co. Dublin*



- ix. 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;
- x. When analysing incidents of bullying behaviour, the relevant teacher should 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;
- xi. If a group is involved, each member should be interviewed individually at first. Thereafter, all those involved should be met as a group. At the group meeting, each member should be asked for his/her account of what happened to ensure that everyone in the group is clear about each other's statements;
- xii. Each member of a group should be supported through the possible pressures that may face them from the other members of the group after interview by the teacher;
- xiii. It may also be appropriate or helpful to ask those involved to write down their account of the incident(s);
- xiv. 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;
- xv. Where the relevant teacher has determined that a pupil has been engaged in bullying behaviour, it should be made clear to him/her how he/she is in breach of the school's anti-bullying policy and efforts should be made to try to get him/her to see the situation from the perspective of the pupil being bullied;
- xvi. 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, his or her parents and the school;
- xvii. 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;
- xviii. In cases where the relevant teacher considers that the bullying behaviour has not been adequately and appropriately addressed within 20 school days after he/she has determined that bullying behaviour has occurred, it must be recorded by the relevant teacher in the recording template at Appendix 2 (See Section 6.8.10 (iii));

---

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

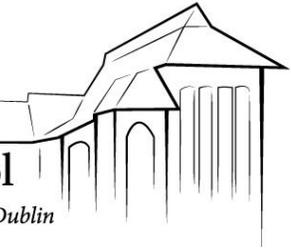
**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints'

## National School

*Carysfort Ave, Blackrock, Co. Dublin*



- xix. In determining whether a bullying case has been adequately and appropriately addressed the relevant teacher must, as part of his/her 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 Principal or Deputy Principal;
- xx. Where a parent is not satisfied that the school has dealt with a bullying case in accordance with these procedures, the parents must be referred, as appropriate, to the school's complaints procedures;
- xxi. In the event that a parent has exhausted the school's complaints procedures and is still not satisfied, the school must advise the parents of their right to make a complaint to the Ombudsman for Children.

### **Procedures for recording bullying behaviour**

The Board of Management must ensure that the school has clear procedures for the formal noting and reporting of bullying behaviour and these must be documented in the school's anti-bullying policy. All records must be maintained in accordance with relevant data protection legislation. The school's procedures for noting and reporting bullying behaviour must adhere to the following:

- i. While all reports, including anonymous reports of bullying must be investigated and dealt with by the relevant teacher, the relevant teacher will use his/her professional judgement in relation to the records to be kept of these reports, the actions taken and any discussions with those involved regarding same;
- ii. If it is established by the relevant teacher that bullying has occurred, the relevant teacher must keep appropriate written records which will assist his/her efforts to resolve the issues and restore, as far as is practicable, the relationships of the parties involved
- iii. The relevant teacher must use the recording template at Appendix 2 to record the bullying behaviour in the following circumstances:

---

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints' National School

*Carysfort Ave, Blackrock, Co. Dublin*



- a) in cases where he/she considers that the bullying behaviour has not been adequately and appropriately addressed within 20 school days after he/she has determined that bullying behaviour occurred; and
- b) where the school has decided as part of its anti-bullying policy that in certain circumstances bullying behaviour must be recorded and reported immediately to the Principal or Deputy Principal as applicable.

In each of the circumstances at (a) and (b) above, the recording template at Appendix 3 must be completed in full and retained by the teacher in question and a copy provided to the Principal or Deputy Principal as applicable. It should also be noted that the timeline for recording bullying behaviour in the recording template at Appendix 3 does not in any way preclude the relevant teacher from consulting the Principal or Deputy Principal at an earlier stage in relation to a case

In cases where bullying episodes may be sufficiently severe, the school reserves the right to make a report to the TUSLA and/or the Gardaí.

**7.** The school's programme of support for working with pupils affected by bullying is as follows (see Section 6.8 of the Anti-Bullying Procedures for Primary and Post-Primary Schools):

In-school supports and opportunities will be provided for the pupils affected by bullying to participate in activities designed to raise their self-esteem, to develop friendships and social skills and build resilience.

If pupils require counselling or further supports, the school will endeavour to liaise with the appropriate agencies to organise same. This may be for the pupil affected by the bullying or those involved in bullying behaviour .

Pupils should understand that there are no innocent bystanders and that all incidents of bullying behaviour must be reported to a teacher.

## **8. Supervision and Monitoring of Pupils**

The Board of Management confirms that appropriate supervision and monitoring policies and practices are in place to both prevent and deal with bullying behaviour and to facilitate early intervention where possible

## **9. Prevention of Harassment**

---

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

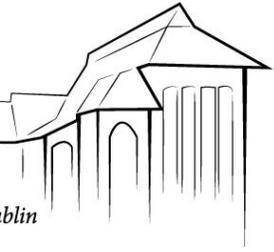
**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints'

## National School

*Carysfort Ave, Blackrock, Co. Dublin*



The Board of Management confirms that the school will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of pupils or staff or the harassment of pupils or staff on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

**10.** This policy was adopted by the Board of Management on \_\_\_\_\_ [date].

**11.** This policy has been made available to school personnel, published on the school website and provided to the Parents' Association. A copy of this policy will be made available to the Department and the patron if requested.

**12.** This policy and its implementation will be reviewed by the Board of Management once in every school year. Written notification that the review has been completed will be made available to school personnel, published on the school website and provided to the Parents' Association (where one exists). A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed: \_\_\_\_\_ Signed: \_\_\_\_\_  
(Chairperson of Board of Management) (Principal)

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

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

Date of next review: March 2022

---

**Telephone:** 01 – 2885355

**Email:** office@allsaintsblackrock.com

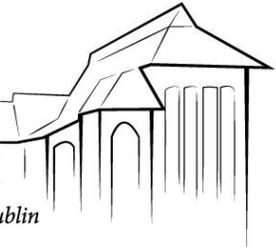
**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints'

## National School

*Carysfort Ave, Blackrock, Co. Dublin*



### Appendix 1 Practical tips for building a positive school culture and climate

The following are some practical tips for immediate actions that can be taken to help build a positive school culture and climate and to help prevent and tackle bullying behaviour.

- Model respectful behaviour to all members of the school community at all times.
- Explicitly teach pupils what respectful language and respectful behaviour looks like, acts like, sounds like and feels like in class and around the school.
- Display key respect messages in classrooms, in assembly areas and around the school. Involve pupils in the development of these messages.
- Catch them being good - notice and acknowledge desired respectful behaviour by providing positive attention.
- Consistently tackle the use of discriminatory and derogatory language in the school – this includes homophobic and racist language and language that is belittling of pupils with a disability or SEN.
- Give constructive feedback to pupils when respectful behaviour and respectful language are absent.
- Have a system of encouragement and rewards to promote desired behaviour and compliance with the school rules and routines.
- Explicitly teach pupils about the appropriate use of social media.
- Positively encourage pupils to comply with the school rules on mobile phone and internet use. Follow up and follow through with pupils who ignore the rules.
- Actively involve parents and/or the Parents' Association in awareness raising campaigns around social media.
- Actively promote the right of every member of the school community to be safe and secure in school.
- Highlight and explicitly teach school rules in pupil friendly language in the classroom and in common areas.
- All staff can actively watch out for signs of bullying behaviour.

---

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints'

## National School

*Carysfort Ave, Blackrock, Co. Dublin*



- Ensure there is adequate playground/school yard/outdoor supervision.
- School staff can get pupils to help them to identify bullying “hot spots” and “hot times” for bullying in the school.
  - Hot spots tend to be in the playground/school yard/outdoor areas, changing rooms, corridors and other areas of unstructured supervision.
  - Hot times again tend to be times where there is less structured supervision such as  
when pupils are in the playground/school yard or moving classrooms.
- Support the work of student councils.

---

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

**Principal:** Amanda MacGowan

**Roll Number:** 10494K



### Appendix 2 Template for recording bullying behaviour

**1. Name of pupil being bullied and class group**

Name \_\_\_\_\_ Class \_\_\_\_\_

**2. Name(s) and class(es) of pupil(s) engaged in bullying behaviour**


**3. Source of bullying concern/report**  
(tick relevant box(es))\*

**4. Location of incidents** (tick relevant box(es))\*

Pupil concerned	<input type="checkbox"/>
Other Pupil	<input type="checkbox"/>
Parent	<input type="checkbox"/>
Teacher	<input type="checkbox"/>
Other	<input type="checkbox"/>

Playground	<input type="checkbox"/>
Classroom	<input type="checkbox"/>
Corridor	<input type="checkbox"/>
Toilets	<input type="checkbox"/>
School Bus	<input type="checkbox"/>
Other	<input type="checkbox"/>

**5. Name of person(s) who reported the bullying concern**

--

**6. Type of Bullying Behaviour** (tick relevant box(es)) \*

Physical Aggression	<input type="checkbox"/>	Cyber-bullying	<input type="checkbox"/>
Damage to Property	<input type="checkbox"/>	Intimidation	<input type="checkbox"/>
Isolation/Exclusion	<input type="checkbox"/>	Malicious Gossip	<input type="checkbox"/>
Name Calling	<input type="checkbox"/>	Other (specify)	<input type="checkbox"/>

**7. Where behaviour is regarded as identity-based bullying, indicate the relevant category:**

**Telephone:** 01 – 2885355

**Email:** office@allsaintsblackrock.com

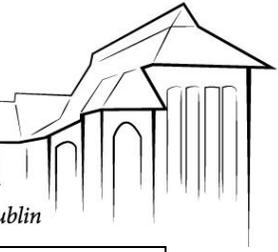
**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints'

## National School

Carysfort Ave, Blackrock, Co. Dublin



Homophobic	Disability/SEN related	Racist	Membership of Traveller community	Other (specify)

### 8. Brief Description of bullying behaviour and its impact

### 9. Details of actions taken

Signed \_\_\_\_\_ (Relevant Teacher) Date \_\_\_\_\_

Date submitted to Principal/Deputy Principal \_\_\_\_\_

\* **Note:** The categories listed in the tables 3, 4 & 6 are suggested and schools may add to or amend these to suit their own circumstances.

---

**Telephone:** 01 – 2885355

**Email:** office@allsaintsblackrock.com

**Principal:** Amanda MacGowan

**Roll Number:** 10494K



### Checklist for annual review of the anti-bullying policy and its implementation

The Board of Management (the Board) must undertake an annual review of the school's anti-bullying policy and its implementation. The following checklist must be used for this purpose. The checklist is an aid to conducting this review and is not intended as an exhaustive list. In order to complete the checklist, an examination and review involving both quantitative and qualitative analysis, as appropriate across the various elements of the implementation of the school's anti-bullying policy will be required.

	Yes /No
Has the Board formally adopted an anti-bullying policy that fully complies with the requirements of the <i>Anti-Bullying Procedures for Primary and Post-Primary Schools</i> ?	Yes
Has the Board published the policy on the school website and provided a copy to the parents' association?	Yes
Has the Board ensured that the policy has been made available to school staff (including new staff)?	Yes
Is the Board satisfied that school staff are sufficiently familiar with the policy and procedures to enable them to effectively and consistently apply the policy and procedures in their day to day work?	Yes
Has the Board ensured that the policy has been adequately communicated to all pupils?	Yes
Has the policy documented the prevention and education strategies that the school applies?	Yes
Have all of the prevention and education strategies been implemented?	Yes
Has the effectiveness of the prevention and education strategies that have been implemented been examined?	Yes
Is the Board satisfied that all teachers are recording and dealing with incidents in accordance with the policy?	Yes
Has the Board received and minuted the periodic summary reports of the Principal?	Yes
Has the Board discussed how well the school is handling all reports of bullying including those addressed at an early stage and not therefore included in the Principal's periodic report to the Board?	Yes
Has the Board received any complaints from parents regarding the school's handling of bullying incidents?	Yes
Have any parents withdrawn their child from the school citing dissatisfaction with the school's handling of a bullying situation?	Yes
Have any Ombudsman for Children investigations into the school's handling of a bullying case been initiated or completed?	No
Has the data available from cases reported to the Principal (by the bullying recording	No

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints'

## National School

Carysfort Ave, Blackrock, Co. Dublin



template) been analysed to identify any issues, trends or patterns in bullying behaviour?	
Has the Board identified any aspects of the school's policy and/or its implementation that require further improvement?	No
Has the Board put in place an action plan to address any areas for improvement?	No

Signed \_\_\_\_\_  
Chairperson, Board of Management

Date \_\_\_\_\_

Signed \_\_\_\_\_  
Principal

Date \_\_\_\_\_

### **Notification regarding the Board of Management's annual review of the anti-bullying policy**

To: Parents/Guardians

The Board of Management of All Saints' N.S. wishes to inform you that:

- The Board of Management's annual review of the school's anti-bullying policy and its implementation was completed at the Board meeting of 28<sup>th</sup> April 2021.
- This review was conducted in accordance with the checklist set out in **Appendix 4** of the Department's *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

---

**Telephone:** 01 – 2885355

**Email:** office@allsaintsblackrock.com

**Principal:** Amanda MacGowan

**Roll Number:** 10494K

# All Saints'

## National School

*Carysfort Ave, Blackrock, Co. Dublin*



Signed \_\_\_\_\_  
Chairperson, Board of Management

Date \_\_\_\_\_

Signed \_\_\_\_\_  
Principal

Date \_\_\_\_\_

---

**Telephone:** 01 – 2885355

**Email:** [office@allsaintsblackrock.com](mailto:office@allsaintsblackrock.com)

**Principal:** Amanda MacGowan

**Roll Number:** 10494K