

PRESENTATION SECONDARY SCHOOL ANTI-BULLYING POLICY

PRESENT POLICY TO COUNTER BULLYING BEHAVIOUR

(APPLICABLE TO STUDENTS)

The Presentation Secondary School anti-bullying policy has been developed over a period of time and has involved a survey of students, a report to the whole staff of a sub-committee of teachers who had looked in detail at the issue, consultation with the Parents' Association and final ratification of the agreed policy by the management of the school.

There are 3 sections to the policy.

1. Anti-bullying Statement (includes definition, rationale and school position on bullying)
2. Procedures (for dealing with complaints, disclosures and suspicions of bullying)
3. Anti-bullying Charter.

ANTIBULLYING STATEMENT:

Definition:

Bullying behaviour is repeated aggression/inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, by one or more students against another or others, which could be reasonably regarded as undermining the latter's right to personal dignity. It includes, but is not confined to, such actions as damage to property, extortion, intimidation, verbal or written abuse, isolation, name calling etc.

Rationale:

The Presentation Secondary School community believes that each student is entitled to a stable and secure learning environment and has the right to an education that is **free from fear, annoyance and intimidation**. Bullying behaviour undermines this right and is not tolerated. Our goal is to raise awareness of bullying as an unacceptable form of behaviour and to establish a high degree of collective vigilance and it also encompasses the creation of an atmosphere of openness in order to encourage subjects of bullying behaviour to disclose.

Aims of the Policy:

Our policy is a preventative one but specific measures are in place to deal with bullying behaviour when it arises. This policy relates to all students, with particular attention being given to incoming students and their parents/guardians. Our aims are to create an ethos which

- raises awareness of bullying as unacceptable behaviour among all students
- encourages students to disclose confidentially incidents of bullying behaviour
- encourages all members of the school community to look out for and after one another.
- dispels a culture of secrecy in which a student might feel a sense of hopelessness and futility against the power being exercised by those involved in bullying behaviour.

School Position on Bullying:

- The Presentation Secondary School is a school that takes a most serious view of bullying behaviour or intimidation of any kind. Physical aggression, damage to another's property, threats, name calling, abusive language, encouraging any form of taunting or any other form of behaviour, be it physical or psychological, which is intended to harm anyone or undermine their confidence in any way is treated in a very serious manner.

- The school regards bullying as a serious infringement of any individual's rights and a serious threat to self esteem of the subject of the bullying behaviour.
- Any report of bullying will be treated seriously with due regard for the well being of the subject(s) and the perpetrator(s).
- School authorities will take corrective action on becoming aware of bullying. The immediate priority will be the protection of the subject(s) and ensuring a complete cessation of the bullying behaviour.
- Students are expected to help to provide a safe environment for all members of the school community and with regard to this they should make a responsible adult aware of all instances of bullying. It is too serious not to report.
- Students participation in school life is encouraged through existing school structures. A wareness of bullying and a willingness to take action to stop it is part of this participation.
- The school is committed to creating a school environment free from bullying. There is an obligation on each student to report bullying so that school management can take appropriate and effective action to bring same to an end

Presentation Secondary School Anti-Bullying Charter .

- We want the Presentation Secondary School to be free from bullying behaviour
- There should be no name calling
- There should be no physical abuse.
- There should be no 'ganging up' on people.
- All students, staff and visitors should feel respected.
- We all share the responsibility that the property of each member of the school community is respected.
- Anti-social behaviour is not acceptable nor condoned.
- Problems should be shared.
- We all share responsibility that bullying behaviour is not tolerated

RIGHTS

RESPONSIBILITIES

I have a right to:

I have the responsibility to ensure that:

- | | |
|--|---|
| - be physically safe | - others are physically safe |
| -expect my property to be safe | - the property of others is safe |
| -be free from all forms of verbal bullying | - others are free from all forms of verbal bullying |
| -be free from extortion | - others are free from extortion |
| -be free from emotional bullying | - others are free from emotional bullying |
| -be free from any hurtful remarks | - others are free from any hurtful remarks. |

- All students to be made aware of the Anti-Bullying Charter by the School Authorities each year.
- A copy of the charter is displayed in each classroom in addition to other areas of the school

- Students are to be reminded regularly of our Anti-Bullying Policy through our school's Anti-Bullying Education Programme
- Students are encouraged to report all cases of bullying behaviour.

PROCEDURE FOR DEALING WITH A SITUATION

1. It is made clear to all students that when they report incidents of bullying that they are behaving responsibly and they will be assured that the report will be treated seriously
2. On becoming aware that 'bullying' may be taking place in the school, an investigation will be carried out which will endeavour to establish
 - the veracity of the incident/s
 - the intent and extent of the incident/s.
 - the seriousness of the incident/s
 - the effect/s of the bullying behaviour on the subject/s
3. The school reserves the right to ask any student to write an account of what happened as part of an investigation. This will be a standard procedure and does not necessarily imply that a student is guilty of misbehaviour.
4. A report will be prepared which will include the findings of the investigation, the strategy adopted and the outcome of the intervention as well as any further suggestions for rehabilitation of both the subject(s) and perpetrator(s)

SANCTIONS

Where a student is found to be engaged in 'bullying behaviour' the following sanctions may be imposed.

- A formal warning will be issued to the perpetrator.
- Parents / guardians will be informed of the nature and the extent of the bullying behaviour.
- Parents / guardians may be invited to meet the Year Head/Course Co-ordinator/Deputy-Principal/Principal and appropriate sanctions may be imposed
- If the bullying reoccurs the case may be referred to the Board of Management who may take whatever steps are appropriate in dealing with the situation.

The Anti-Bullying Policy of the Presentation Secondary School has been devised in close reference to the Department Of Education Guidelines

Anti-Bullying Policy (Summary for students).

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- be free from any hurtful remarks

RESPONSIBILITIES

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- the property of others is safe
- others are free from all forms of verbal bullying
- others are free from extortion
- others are free from emotional bullying
- others are free from any hurtful remarks.

Our school endeavours to provide a positive and caring environment for all members.

We do not want bullying behaviour to be in our school. We know that bullying thrives on secrecy and bullies rely on silence. The more people are aware and the more people who 'tell' the easier it is to stop bullying behaviour. We want our school to be a "telling school" and we encourage our members to 'tell' someone.

The following people will listen and help when you tell them:

Any staff member	Principal
Class teacher	Deputy-Principal
Year Head	Course Co-ordinators
Class Perfect	Student Leaders
Student Counsellor	Senior student
Junior/Senior Guidance Counsellor	
Any member on Student Council	

How will these people help?

Whoever you tell will know what to do. First of all they will listen to you seriously. First actions are normally on a 'No Blame' basis. This means the person doing the bullying will be made aware of how hurtful the behaviour is, that it must stop and that they will be monitored.

If the activity continues then the school will take some or all of the following steps.

Question those involved.

Take statements.

Notify Parents/guardians.

Use sanctions from the code of behaviour, including suspension.

To those being bullied

Tell someone

You will be listened to.

You will be helped.

To those who bully.

You will be told to stop.

If you continue your parents/guardians will be informed.

You may be suspended.

You may be reported to the Gardai

Rationale

This policy applies to students only .It is a part of the overall school approach to a providing a positive and caring environment for all members. This policy will link up with the Dignity at Work policy so our school is a caring school free from intimidation by word ,deed ,look or exclusion.

INVESTIGATION OF ALLEGED BULLYING BEHAVIOUR

INTERVIEW 1 RECORD OF VICTIM'S STATEMENT

NAME of Interviewer.....Date.....Time.....

Name of Student.....Class.....

Nature of complaint/s

-
-
-
-
-
-

Date(s)/time(s)/ of Alleged Incident (s).....

Location

-
-

Witness/s to the Incident/s

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Action (if any) taken by the victim to date:

Parents:.....

Teachers:.....

Friends:.....

INTERVIEW 2 Statement from Witnesses

Name of Interviewer.....Date.....Time.....

Witness description of incident/s

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-
-
-
-

Signature of Interviewer.....

Signature of witnesses to the alleged bullying behaviour:

1.
2.
3.

Investigation of Alleged Bullying Behaviour

Interview 3

Name of Interviewer.....Date.....Time.....

Name of Student.....Class

Interview with student against whom the allegation of Bullying has been made-

Guidelines for questioning of the student against whom the complaints have been made-

- ensure that there is a witness present during the interview
- Presents the facts calmly, without embellishment and explain that this complaint is an allegation which has been made
- Explain that the witness who is present is there on behalf of both herself and the interviewer
- If there is total denial, refer to the witness/witnesses to the incident/incidents if appropriate to do so
- Explain that if the situation was in reverse and the student was making an allegation, you would be following the exactly the same procedures.

Type of questions you might proceed with:

- Why do you think this allegation of bullying behaviour is being made against you?
- How do you get on with this student(complainant)?,Does she annoy you? Is there a history of poor interaction between you and her?
- How do you explain why the student(complainant) is afraid and upset and is making this allegation?

INVESTIGATION OF ALLEGED BULLYING BEHAVIOUR

Response of student against whom the allegation is being made:

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Signature of Interviewer.....

Signature of Witness.....

Signature of Student.....

AGREEMENT

We ,the undersigned, agreed to end all incidents of Bullying (verbal and physical) in our school and outside our school.

We recognize that all students are entitled to a stable and secure learning environment and have the right to an education that is **free from fear, annoyance and intimidation**. Bullying behaviour undermines this right and is not tolerated.

We, also, understand that conduct outside school may be of interest to the school authorities.

We agreed that students should show respect to all members of the community both inside and outside the school and **ALL PREVIOUS ACTIONS WILL NOW CEASE.**

IF the related bullying incidents fail to cease, we realize that the school reserves the right to implement discipline procedures as deemed appropriate.

Signatures:

Date:

Witnessed by :