

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 Alexandra College 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 by having a positive school culture and climate which:
  - is welcoming of difference and diversity and is based on inclusivity
  - encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment
  - promotes respectful relationships across the school community
  - supports effective leadership
  - supports a school-wide approach
  - develops a shared understanding of what bullying is and its impact

The Board of Management is committed to the implementation of education and prevention strategies (including awareness raising measures) that-

- build empathy, respect and resilience in pupils
  - explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying (prejudiced behaviour against a person's actual or perceived gender identity or gender expression)
  - provide effective supervision and monitoring of pupils
  - provide supports for staff
  - engage in consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies)
  - engage in 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.

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
- identity-based bullying such as homophobic bullying, racist bullying, 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 message, do not fall within the definition of bullying and will 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*

## **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**

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

11. This policy has been made available to school personnel, is published on the school website and is provided to the Alexandra College Parents/Teachers Association (ACA). A copy of this policy will be made available to the Department of Education and Skills and the Council 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, and will be published on the school website and provided to the ACA. A record of the review and its outcome will be made available, if requested, to the Council and the Department of Education and Skills.

Alexandra College is committed to helping to build a positive school culture and climate and to help prevent and tackle bullying behaviour. It is committed to the following

## **Appendix 1 Template for Recording Bullying Behaviour**

### **1. Name of student being bullied and class group**

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

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

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

Student concerned  
Other student  
Parent  
Teacher  
Other

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

Playing Fields  
Classroom  
Corridor  
Toilets  
School Bus  
Other

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

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

Physical Aggression	Cyber –Bullying
Damage to Property	Intimidation
Isolation/Exclusion	Malicious Gossip
Name Calling	Other (specify)

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

Membership of

Homophobic	Disability/S EN related	Racist	Traveller community	Other (specify)
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**8. Brief Description of bullying behaviour and its impact**

**9. Details of actions taken**

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

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