

ST. MOGUE'S COLLEGE ANTI BULLYING POLICY

MISSION STATEMENT

Our school believes that when children approach a teacher about bullying they will be listened to, supported, validated and every attempt will be made to ensure the bullying is stopped. It is the right of staff and students to work and learn in an atmosphere free from intimidation or harassment. Everyone, staff, students and parent(s) / guardian(s) have a responsibility to ensure that St. Mogue's College is a bully free school and that bullying will be reported when it occurs. Teachers will do their best with all bullying issues in a sensitive and confidential manner.

DEFINITION OF BULLYING

The department of Education (and science) guidelines on countering bullying in primary and post primary schools (1993) define bullying as "repeated aggression, verbal, psychological or physical, conducted by an individual or group against others". This includes unacceptable behaviours such as: Verbal e.g. threatening behaviour through text messages, Physical e.g. tripping, Psychological e.g. isolation, Racist e.g. discrimination, Sexual e.g. name calling about sexual orientation, Relational e.g. manipulating friendships to exclude one person from a friendship group.

PREVENTATIVE MEASURES

Our commitment to provide a place for learning which is supportive and in which pupils feel safe demands that the staff at St. Mogue's college;

- * Take the issue of bullying very seriously.
- * Do all we can to deal proactively with the problem (deliver an anti-bullying curriculum for 1st to 5th year students. Thereafter this procedure will be repeated with 1st and 03rd year groups).
- * Deliver Parental awareness programme.
- * Do all we can to promote a culture of reporting bullying in our school.
- * Include the monitoring of this issue at all year-head meetings.
- * Support teachers through meetings / in-service to recognise this issue and deal with it.
- * Evaluate our policy on a regular basis.
- * Administer questionnaire to students at intervals in order that they can report any incidents that may be occurring (once a term).
- * Class observation form and socio-gram may be used by the staff to establish the extent and nature of bullying problems.

PROCEDURES FOR TELLING

Students may tell using any of the following methods;

- * Ask for an appointment with the personal safety committee.
- * Put a note in with homework.
- * Ask a friend to tell on their behalf.
- * Ask parent(s) / guardian(s) to tell on their behalf.

- * Make a phone call / email to the school to inform staff of the problem.
- * Ask student council to tell on their behalf.

PROCEDURES FOR RECORDING, INVESTIGATING AND RESOVING

1. For the safety of all two teachers will meet with the student in a private and safe place to discuss the issue. The student will be offered a choice of writing and signing or telling their story in full.
2. An Incident Report Form will be completed by the investigating team. It will be filed in a safe place within the staff-room. Incidents will be dealt with confidentially within the child guidelines. Only those who need to know will be informed.
3. If year-head is involved with the initial reporting of an incident, the student will be given a choice of what other teacher shall be present at the investigation. However, if the year-head is not invoiced in the initial reporting of the incident, they will be made aware of what is taking place. The year-head and teacher in question will deal with the issue.
4. The Personal Safety Committee may speak to the student again with their parent(s) / guardian(s). This will depend on the seriousness of the bullying and if the student is distressed.
5. The student who made the complaint will be kept informed discreetly that the situation is being dealt with.
6. The student who is alleged to be using bullying behaviour will be interviewed separately by two teachers;
 - * They may be asked to write an account of what happened and sign it.
 - * A commitment about changing their behaviour will be expected. They may be asked to sign an agreement about future behaviour. This will be done using the Agreement of student(s) and action taken form.

7. Follow-up support will be offered to the student who is victimised and the student who is using bullying behaviour. This may take the form of counselling or referral to other services. Future behaviour will be monitored.
8. Records will be kept on file for three years after all involved has left the school. After the three years these records will be shredded.

9. SANCTION SYSTEM

01st OFFENCE	Verbal warning and serious talk.
02nd OFFENCE	Detention with work given at break-time and lunchtime and serious talk. Inform Parent(s) / Guardian(s)
03rd OFFENCE	Parent(s) / Guardian(s) may be invited in to the school.

FURTHER OFFENCES

Suspension with work given (which will be checked). The returning student and their

Parent(s) / Guardian(s) will be asked to meet with the principal and BOM to discuss future behaviour.

10. A member of staff will make new staff members aware of policy and procedures.
11. All incoming first year students will receive this policy from their year-head.
Parent(s) / Guardian(s) of new students to St. Mogue's College will received a copy of the anti-bullying policy on enrolment.

This policy has been agreed by students, parent(s) / Guardian(s), staff and management at St. Mogue's College. It will be evaluated every two years by questionnaire to staff, students and parents(s)