Polasaí Frithbhulaíochta

Anti-Bullying Policy

Gaelscoil Uí Néill

'Fonn a dhéanann foghlaim'

POLASAÍ FRITHBHULAÍOCHTA

Sainmhíniú

Is é is bulaíocht ann gníomh ionsaí atá dianseasmhach a bhfuil náire, pian nó míchompord mar thoradh air do dhuine. Is iad bulaíocht fhisiceach, bhriathartha, gothaí a dhéanamh, sracadh agus eisiamh na cineálacha difriúla bulaíochta atá ann. Is mí-úsáid cumhachta í an bhulaíocht. D'fhéadfaí í a bheith réamhbheartaithe agus eagraithe, nó is féidir go dtarlóidh sí gan an duine smaoineamh a dhéanamh (féach DENI 99/10).

Cineálacha Bulaíochta

- Foréigean fisiceach, mar shampla, duine a bhualadh, nó a bhrú nó seilg a chaitheamh ar dhuine;
- Ag cur isteach ar mhaoine dalta eile, trí ghoid a dhéanamh, trína chur i bhfolach nó trí dhochar a dhéanamh dó;
- Ainmneacha urghránna a thabhairt le linn don té labhairt le dhalta eile;
- Ag magadh faoi dhalta eile nó ráflaí a scaipeadh faoi/fúithi nó faoina dteaghlach;
- Ag déanamh a bheag d'ábaltachtaí dalta eile nó dá bhfuil gnóthaithe acu ;
- Nótaí urghránna nó graifítí a scríobh faoi dhalta eile;
- Dalta eile a eisiamh ó ghníomhaíocht grúpa;
- Ag déanamh grinn faoin chuma atá ar dhuine, an dóigh a labhraíonn sé/sí nó faoina ngothaí pearsanta.

Dearcadh na Scoile

Tá an scoil dubh in éadan bulaíochta agus ní ghlacfar léi. Tá sí in aghaidh luachanna agus phrionsabail Ghaelscoil Uí Néill. Tá ceart ag gach ball de phobal na scoile obair a dhéanamh i dtimpeallacht atá sábháilte agus comhbhách. Tá freagracht acu fosta oibriú ar mhaithe lena leithéid de thimpeallacht a chosaint agus a chothabháil, cibé dóigh is féidir.

Freagrachtaí na Foirne

Is é a dhéanfaidh an fhoireann:

- ✓ Féinmhuinín, féinmheas agus meas do daoine eile a chothú inár gcuid páistí;

- ✓ caighdeáin arda iompraíochta sóisialta agus pearsanta lena mbímid ag dúil ónár ndaltaí a léiriú trínár n-eiseamláir féin;
- ✓ bulaíocht a phlé le gach rang, i mBéarla agus i nGaeilge de réir mar is cuí, le go bhfoghlaimeoidh gach dalta faoin dochar a dhéanann sí don pháiste ar a ndéantar an bhulaíocht agus ar an bhulaí araon, agus an tábhacht a shiúlann le cur in iúl do mhúinteoir nó do bhall eile foirne nuair a tharlaíonn sí;
- ✓ fios a bheith acu ar chomharthaí gátair agus comharthaí eile a léiríonn gur féidir go bhfuil bulaíocht ag dul ar aghaidh;
- ✓ na páistí a spreagadh le teacht chun tosaigh le heolas faoi bhulaíocht atá ag dul ar aghaidh, de réir cosúlachta, agus a chinntiú go bhfuil daltaí ábalta ceisteanna bulaíochta a phlé i mBéarla nó i nGaeilge;
- ✓ éisteacht le páistí a ndearnadh bulaíocht orthu, iad a spreagadh labhairt faoin bhulaíocht sa teanga lena bhfuil siad compordach, glacadh go dáiríre lena bhfuil le rá acu agus gníomhú chun tacú leo agus cosaint a thabhairt dóibh;
- ✓ bulaíocht a shíltear a chuaigh ar aghaidh a thuairisciú do na múinteoirí Róisín agus Siobhán nó don Phríomhoide;
- ✓ gearán tuismitheora maidir le bulaíocht a fhiosrú, agus tuairisciú ar ais go gasta agus go hiomlán ar an ghníomh a rinneadh;
- ✓ déileáil le teagmhais bhulaíochta a bhí breathnaithe go gasta agus go héifeachtach, de réir nósanna imeachta aontaithe (Treoirlínte na Roinne Oideachais - Pastoral Care in School: PROMOTING POSITIVE BEHAVIOUR).

Freagrachtaí na nDaltaí

Táimid ag dúil ónár ndaltaí:

- ✓ gan baint a bheith acu le cineál ar bith bulaíochta, fiú amháin má tá baol ann go gcaillfí an té gnaoi a phiaraí ar feadh seal;
- ✓ go ndéanfar idirghabháil chun an dalta a chosaint, ach amháin má tá sé contúirteach a leithéid a dhéanamh;
- ✓ go gcuirfear in iúl do bhall foirne má fheiceann siad bulaíocht nó má síleann siad go bhfuil bulaíocht ag tarlú, go gcuirfear in éadan cultúr rúndachta agus go gcuideofar le stop a chur le teagmhais eile.

Ba chóir do dhuine a bhfuil bulaíocht á déanamh air/uirthi :

- ✓ gan fulaingt go ciúin, ach an misneach a bheith acu labhairt amach, stop a chur lena bhfulaingt féin agus fulaingt daltaí eile.

Freagrachtaí na dTuismitheoirí

Iarraimid ar thuismitheoirí tacú lena bpáistí agus leis an scoil trí:

- ✓ choimhéad amach do chomharthaí gátair nó iompraíochta as an ghnách ina bpáistí, ar féidir gur fianaise bulaíochta é;
- ✓ comhairle a chur ar a gcuid páistí chun bulaíocht ar bith a chur in iúl do mhúinteoir an ranga, don phríomhoide nó do bhall foirne eile lena bhfuil siad compordach, agus na himpleachtaí a bheidh ann, dóibh féin agus do dhaltaí eile, a mhíniú dóibh má ligtear don bhulaí dul ar aghaidh leis an drochiompraíocht;
- ✓ chur in iúl dá bpáistí gan tomhas a láimhe a thabhairt maidir le chineál ar bith bulaíochta;
- ✓ bheith báúil agus tacúil lena bpáistí, agus iad a chur ar a suaimhneas go gcuirfear an gníomh cuí i bhfeidhm;
- ✓ thaifead scríofa de theagmhais bulaíochta tuairiscithe a choinneáil;
- ✓ chur in iúl don scoil má shíleann siad go bhfuil bulaíocht ag dul ar aghaidh, fiú amháin mura mbaineann sé lena bpáistí féin;
- ✓ chomhoibriú a dhéanamh leis an scoil, má chuirtear bulaíocht i leith a bpáistí, agus an scoil ag iarraidh an fhírinne a nochtadh, na himpleachtaí a théann le bulaíocht a chur in iúl, do na páistí sin a bhfuil bulaíocht á déanamh orthu agus do na bulaithe féin.

Freagrachtaí Gach Duine

Is cóir do gach duine:

- ✓ oibriú le chéile chun dul i ngleic le bulaíocht agus tá súil againn, le himeacht aimsire, go gcuirfear stop leis an bhulaíocht.

Ag Plé le Teagmhais Bhulaíochta: Nósanna Imeachta

Pléifear le gach cás bulaíochta ar bhonn aonarach agus maidir le cibé gníomh a socraítear air leanfar é le freastal ar riachtanais na ndaltaí.

Leanfar na céimeanna a leanas:

1. <u>Teagmhas a Thuairisciú</u>

   Nuair a chuirtear teagmhas bulaíochta in iúl, tabharfar an t-eolas do na daoine a leanas:
   - Múinteoir an dalta bhaintigh
   - An Príomhoide
   - An Múinteoir Ainmnithe a phléann le Cosaint an Pháiste.

2. An Teagmhas a Fhiosrú

- Is é an Príomhoide nó an Múinteoir Ainmnithe do Chosaint Páistí a chuirfidh é seo i bhfeidhm, i gcuideachta leis na múinteoirí ranga bainteacha.
- Cuirfear agallamh ar na daltaí bainteacha agus beidh taifead déanta dá bhfreagraí i leabhar tuairiscithe teagmhais na scoile.
- Coinneofar tuismitheoirí na ndaltaí úd ar an eolas faoi ghníomhú na scoile go nuige seo agus coinneofar ar an eolas iad faoi ghníomhú ar bith eile ina dhiaidh sin.

3. Plean Réitithe a Chomhaontú

- Ag obair leis na daltaí bainteacha, dearfaidh an múinteoir ainmnithe plean réitithe leis an choimhlint a réiteach. Is é a bheidh san áireamh spriocanna iompraíochta inghlactha agus leagfaidh sé bearta taca amach a chuirfear ar fáil do na daltaí bainteacha.
- Bainfidh gníomh smachta ar bith úsáid as an chóras smachtbhannaí a leagtar amach thíos.

4. Athbhreithniú a Dhéanamh ar an Chás

Déanfar monatóireacht ar chúrsaí agus beidh athbhreithniú foirmiúil ann taobh istigh de mhí amháin ó rinneadh an chéad tuairisc. Is é an Príomhoide nó an Múinteoir Ainmnithe do Chosaint Páistí, i gcuideachta leis na múinteoirí eile, daltaí agus tuismitheoirí bainteacha a dhéanfaidh an t-athbhreithniú.

Bearta Coisctheacha

I nGaelscoil Uí Néill, bainimid úsáid as réimse straitéisí chun dea-iompraíocht a chur chun cinn. Tá dhá chineál luaíochta ann; ábhartha/neamh-ábhartha agus grúpa/indibhidiúil.

Má tá luaíocht le bheith éifeachtach, ní mór di:

- bheith ann bonn láithreach;
- bheith réadúil;
- bheith curtha i bhfeidhm go comhsheasmhach;
- bheith ag teacht ó dhuine a bhfuil meas ann dó.

Luaíochtaí Sóisialta

- focal ciúin, spreagúil;
- moladh poiblí sa rang nó sa tionól, ag tabhairt fátha don mholadh;
- comharthaí (ordóga in airde);
- obair a thaispeáint;
- duais ó mhúinteoir eile / ón phríomhoide;
- teagmháil scríofa / labhartha le tuismitheoirí

Luaíochtaí Ábhartha
- duaiseanna speisialta (m.sh. peann luaidhe);
- greamaitheoirí/réaltaí;
- aghaidheanna sásta;
- má tá milseáin le tabhairt mar luaíocht, ní mór cead a fháil ó thuismitheoirí.

Luaíochtaí Onóra
- ráitis dhearfacha sna cóipleabhair;
- teastais sheachtainiúla do ghnéithe difriúla de shaol na scoile;
- boinn / teastais ar Lá Duaise

Pribhléidí
- am breise ar ghníomhaíochtaí is fearr leo
- áiteanna Freagrachta

Smachtbhannaí

I nGaelscoil Uí Néill, seachnaímid smachtbhannaí nuair is leor straitéisí tacaíochta. Nuair atáthar ag socrú nó ag cur smachtbhannaí i bhfeidhm, ní mór:
- a chinntiú go dtuigeann an páiste cad chuige a bhfuil sé/sí i dtrioblóid;
- a chinntiú go bhfuil a fhios aige / aici go bhfuil an iompraíocht doghlactha;
- cuidiú leis an pháiste an tionchar a bhíonn ag a n-iompraíocht ar pháistí eile a thuiscint;
- straitéisí a phlé agus a sholáthar don pháiste a chuideodh leis a leithéid d'iompraíocht a sheachaint amach anseo;
- gan pionóis a bhagairt nach féidir a chur i bhfeidhm;
- gan pionós a chur ar rang mar gheall ar pháiste / grúpa amháin.

Is féidir an raon smachtbhannaí a leanas a chur san áireamh:
- moladh a thabhairt do pháiste eile atá ag leanúint na rialacha nuair atá páistí eile ag briseadh rialacha, agus a chinntiú go dtuigeann sé/sí cad chuige a bhfuiltear ag moladh páiste eile;
- athruithe i socruithe suíochán;
- casaoid chalma ó bhéal;
- iarraidh ar pháiste a leithscéal a ghabháil / litir bheag ag gabháil leithscéil a scríobh;
- iarraidh ar pháiste seasamh ar feadh cúpla bomaite go dtí go bhfaigheann duine fásta amach cad é a tharla nó go dtí go suaimhníonn siad rudaí;
- pribhléidí a ghlacadh uaidh/uaithi – am sosa (ní pribhléidí ach teidlíochtaí iad snámh, ceol agus corpoideachas)
- gníomhaíochtaí scríbhneoireachta atá le déanamh sa bhaile nó ar scoil nuair atá an chuid eile den rang ag glacadh páirte i ngníomhaíocht a shíltear atá sultmhar;

- log iompair;
- atreorú go dtí an príomhoide;
- nuair atá iompraíocht páiste ag cur isteach ar an chuid eile den rang agus ag éileamh barraíocht ama ón mhúinteoir, is féidir páiste a chur chuig múinteoir eile;
- an ceart chun páirt a ghlacadh i ngníomhaíochtaí iar-scoile a bhaint uaidh / uaithi;
- bainteacht tuismitheora (seans go mbeidh cruinniú gairid seachtainiúil ann chun é/í a choinneáil ar an eolas faoina n-iompraíocht)
- fionraí – ar feadh tréimhse áirithe;
- díbirt trí nós imeachta comhaontaithe an SELB

Comhairliú

Scríobhadh an polasaí seo i gcomhairle le Gobharnóirí scoile, gach ball foirne agus le daltaí agus tuismitheoirí Ghaelscoil Uí Néill. Cuireadh an polasaí le chéile fosta i gcuideachta le Seirbhís Forbartha Pearsanta an Dalta de chuid an SELB.

Naisc le Polasaithe eile

Tá nasc ag an pholasaí seo le Polasaí ar Dhea-iompraíocht, le Polasaí ar Chosaint Páistí agus le Polasaí ar Chúram Tréadach de chuid na scoile.

Gníomhaireachtaí Taobh Amuigh den Scoil

Nuair is gá, gheobhaidh an scoil tacaíocht ó réimse gníomhaireachtaí taobh amuigh den scoil, orthu siúd tá; an NSPCC, Seirbhís Forbartha Pearsanta an Dalta de chuid an SELB, an tOifigeach Leasa Oideachais, an Fhoireann Bainisteoireacht Iompraíochta agus an tSeirbhís Síceolaíochta Oideachasúla. Den chuid is mó, déanfaidh an scoil iarracht déileáil le fadhbanna lena hacmhainní féin. Más léir, ar chéim 3 agus 4 thuas, áfach, go bhfuil cuidiú ón taobh amuigh de dhíth, iarrfaidh an scoil tacaíocht gan a thuilleadh moille.

Monatóireacht agus Athbhreithniú

Déanfaidh gach ball foirne monatóireacht ar an pholasaí seo ar bhonn leanúnach agus déanfar athbhreithniú foirmiúil air gach dara bliain.

ANTI-BULLYING POLICY

Definition

Bullying is an act of persistent aggression causing embarrassment, pain or discomfort to someone. It can take a number of forms: physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils (see DENI 99/10).

Forms of Bullying

- Physical violence, such as hitting, pushing or spitting at another pupil;
- Interfering with another pupil's property, by stealing, hiding or damaging it;
- Using offensive names when addressing another pupil;
- Teasing or spreading rumours about another pupil or his/her family;
- Belittling another pupil's abilities and achievements;
- Writing offensive notes or graffiti about another pupil;
- Excluding another pupil from a group activity;
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.

The School's View

The school is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles of Gaelscoil Uí Néill. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

The Responsibilities of Staff

Our staff will:

- ✓ foster in our pupils self-esteem, self-respect and respect for others;
- ✓ demonstrate by example the high standards of personal and social behaviour we expect of our pupils;

- ✓ discuss bullying with all classes, in both Irish and English where appropriate, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully, and the importance of telling a teacher or any member of staff about bullying when it happens;
- ✓ be alert to signs of distress and other possible indications of bullying;
- ✓ encourage pupils to come forward with information about possible incidents of bullying and to ensure that pupils are able to discuss issues of bullying in either English or Irish;
- ✓ listen to children who have been bullied, encourage them to take about the bullying in the language with which they feel comfortable, take what they say seriously and act to support and protect them;
- ✓ report suspected cases of bullying to Múinteoir Róisín, Múinteoir Siobhán or to the Principal;
- ✓ follow up any complaint by a parent about bullying, and report back promptly and fully on the action that has been taken;
- ✓ deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures (Department of Education Guidelines - Pastoral Care in School: PROMOTING POSITIVE BEHAVIOUR).

The Responsibilities of Pupils

We expect our pupils to:

- ✓ refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity;
- ✓ intervene to protect the pupil who is being bullied, unless it is unsafe to do so;
- ✓ report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- ✓ not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- ✓ watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying;

- ✓ advising their children to report any bullying to the class teacher, the principal or any member of staff with whom they feel comfortable, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils;
- ✓ advising their children not to retaliate violently to any form of bullying;
- ✓ being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- ✓ keep a written record of any reported instances of bullying;
- ✓ informing the school of any suspected bullying, even if their children are not involved;
- ✓ co-operating with the school, if their children are accused of bullying, to try to ascertain the truth, and point out the implications of bullying, both for the children who are bullied and the bullies themselves.

The Responsibilities of All

Everyone should:

- ✓ work together to combat and, hopefully in time, to eradicate bullying.

Procedures for Dealing with Incidents of Bullying Behaviour

Each case of bullying will be dealt with individually and follow-up action will be tailored to meet the individual needs of the pupils concerned.

The following steps will be followed:

1. Reporting of an Incident

   When a bullying incident is reported, the information will be passed on to the following people:
   - the teacher of any child involved
   - the Principal
   - the Designated Teacher for Child Protection.

2. Investigation of the Incident

   - this will normally carried out by the Principal or the Designated Teacher for Child Protection, in co-operation with any class teachers concerned.
   - pupils involved will be interviewed and a record made of their responses using the school's incident report book.
   - parents of all pupils involved will be informed of the school's action up to this point and will be kept informed of subsequent action.

3. Agreeing a Plan for Resolution

    - working with the pupils concerned, the designated teacher will devise a plan for resolution of the conflict. This plan will include targets for acceptable behaviour and will set out support measures that will be provided for the pupils concerned.
    - any disciplinary action required will use the system of sanctions set out below.

4. Reviewing the Situation

    The situation will be monitored and formally reviewed within one month of the initial report. This will be carried out by either the Principal or the Designated Teacher for Child Protection, in co-operation with the other teachers, pupils and parents concerned.

Preventative Measures

In Gaelscoil Uí Néill, we use a variety of strategies to promote positive behaviour. There are two types of reward; material/non-material and group/individual.

To be effective we realise that a reward must:

- follow immediately
- be realistic
- be applied consistently
- be awarded by a person who carries prestige.

Social Rewards

- a quiet, encouraging word;
- a public word of praise in class or assembly, giving reason for praise;
- signs (thumbs up);
- display of work;
- award from another teacher / from the principal
- oral / written communication with parents

Material Rewards

- special prizes (e.g. pencil)
- stickers/stars
- happy Faces
- if sweets are to be given as rewards, permission will be sought from parents

Honour Rewards

- positive marking comments in exercise books
- weekly certificates for different aspects of school life

- medals / certificates on Prize Day

Privileges
- extra time on preferred activity
- positions of responsibility

Sanctions

In Gaelscoil Uí Néill, we avoid sanctions when support strategies will suffice. When considering or applying sanctions:
- check that the child understands what he/she is in trouble for
- establish that he / she knows that the behaviour is unacceptable
- help the child to understand the effect his/her behaviour has on others
- discuss and provide strategies for the child to avoid the same situation in the future
- do not threaten punishments that cannot be carried out
- do not punish a class because of one child / group

The range of sanctions may include:
- praising another child who is obeying the rule when a child is disobeying it, ensuring that he / she understands why their peer is being praised
- changes in seating arrangements
- a calm verbal reprimand
- asking a child to apologise / to write a short letter of apology
- asking a child to stand for a few minutes while an adult finds out what has happened or diffuses the situation
- withdrawal of privileges – break time (swimming, music and PE are not privileges but entitlements)
- writing activities to be done at home or in school during a time when the rest of the class is engaging in an activity that is perceived to be enjoyable
- behaviour log
- referral to principal
- when a child's behaviour is making unreasonable demands on a teacher's time and affecting the learning environment, a child may be sent to another teacher
- removal of the right to partake in out of school activities
- involvement of parent (this may involve a short weekly meeting to update a child's behaviour)
- suspension – for a specific time
- expulsion through the SELB agreed procedure

Consultation

This policy has been produced in consultation with school Governors, all members of the school staff, and with the parents of the pupils of Gaelscoil Uí

Néill. The policy has also been produced in consultation with the SELB's Pupil Personal Development Service.

Links with other Policies

This policy is linked to the school's Positive Behaviour Policy, Child Protection Policy and Pastoral Care Policy.

Outside Agencies

When necessary, the school will draw on support from a range of outside agencies including; the NSPCC, the SELB's Pupil Personal Development Service, the Education Welfare Officer, the Behaviour Management Team and the Educational Psychology Service. In most instances, the school will seek to deal with the situation from within its own resources. However, if it becomes clear at step 3 and 4 above that outside help is needed, the school will not hesitate to avail of it.

Monitoring and Review

The policy will be monitored on a continual basis by all members of staff and will be formally reviewed once every two years.