

Bohermore National School

Anti-Bullying Policy (in accordance with Bí Cineálta)

Overview

1. Introduction & Commitment

Bohermore National School is committed to providing a safe, inclusive, and respectful environment where all children can learn without fear of bullying. Bullying is unacceptable and will not be tolerated. This policy is developed in accordance with the national Bí Cineálta procedures (2024) and reflects our commitment to protecting the rights and well-being of every child in our care.

2. Definition of Bullying

Bullying is defined as targeted behaviour, whether online or offline, which causes harm, is repeated over time, and involves an imbalance of power between the parties involved. Examples include:

- Physical bullying – hitting, pushing, damaging property
- Verbal bullying – name-calling, insults, threats
- Relational bullying – exclusion, spreading rumours
- Cyberbullying – sending harmful messages, sharing images without consent
- Identity-based bullying – targeting someone based on race, disability, gender, sexual orientation, or other identity factors

One-off incidents, accidental harm, or disagreements are not classified as bullying but will still be addressed under the school's Code of Behaviour.

3. Scope & Context

Bullying can occur anywhere in the school environment: classrooms, playgrounds, corridors, toilets, on the journey to and from school, during school activities, and online. The school will address bullying that happens outside school if it affects students' well-being or the school environment.

4. Roles & Responsibilities

- The Board of Management oversees the development, implementation, and review of this policy.
- The Principal leads and coordinates anti-bullying strategies and ensures procedures are followed.
- Designated teachers handle bullying reports and coordinate responses.
- All staff are responsible for recognising, intervening, and reporting bullying.
- Students are encouraged to report bullying and support peers.
- Parents and guardians partner with the school to promote respectful behaviour and cooperate in addressing incidents.

5. Prevention Strategies

Bohermore National School prioritises prevention through:

- Creating a 'telling culture' where students feel safe to report bullying
- Integrating social and emotional learning and anti-bullying education into the curriculum
- Encouraging positive behaviour through assemblies, class discussions, and peer support systems
- Providing supervision and reducing unsupervised areas
- Displaying visual reminders of kindness and respect
- Providing staff with ongoing training on bullying awareness, response, and restorative

practices

6. Reporting & Response

Students, parents, or staff may report bullying verbally or in writing to any staff member. Reports will be handled promptly and confidentially. Steps followed: 1. Listen and reassure the reporter. 2. Record details of the incident. 3. Investigate promptly and fairly. 4. Implement appropriate interventions and supports. 5. Inform parents/guardians as needed. 6. Monitor the situation to ensure bullying has ceased. Confidentiality is respected, but relevant parties will be informed when necessary.

7. Support for All Students

Support is provided to all students involved: • Victims: emotional support, regular check-ins, safety planning • Students who engage in bullying: guidance, behaviour support, restorative interventions • Witnesses: reassurance, encouragement to report, and positive reinforcement for taking action Follow-up is essential to ensure the bullying behaviour stops and relationships are restored where possible.

8. Sanctions & Consequences

Sanctions are proportionate, consistent, and focused on learning and responsibility. They may include verbal warnings, reflection tasks, restorative meetings, removal from certain activities, or formal disciplinary action in repeated or severe cases.

9. Child Protection & Escalation

Certain incidents may require referral to child protection authorities. The Designated Liaison Person (DLP) will assess and report cases as required under child protection legislation. Where a crime may have been committed, An Garda Síochána will be contacted.

10. Oversight & Review

All bullying incidents will be logged (anonymised data) and reviewed regularly to identify patterns. The policy will be reviewed annually with input from staff, students, and parents. The Board of Management will oversee the implementation and ensure compliance with Bí Cineálta procedures.

11. Communication of Policy

This policy is published on the school website, included in the school handbook, and shared with the school community. A student-friendly version is also made available and displayed in classrooms and common areas.

Signed:



Chairperson, Board of Management

Date Ratified:

16/10/2025

Appendix A

School Bí Cineálta Policy to Prevent and Address Bullying Behaviour

Bí Cineálta Policy to Prevent and Address Bullying Behaviour

The Board of Management of **Bohermore N.S.** has adopted the following policy to prevent and address bullying behaviour.

This policy fully complies with the requirements of *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools 2024*.

The board of management acknowledges that bullying behaviour interferes with the rights of the child as set out in the United Nations Convention on the Rights of the Child. We all, as a school community, have a responsibility to work together to prevent and address bullying behaviour and to deal with the negative impact of bullying behaviour.

We are committed to ensuring that all students who attend our school are kept safe from harm and that the wellbeing of our students is at the forefront of everything that we do. We recognise the negative impact that bullying behaviour can have on the lives of our students and we are fully committed to preventing and addressing bullying behaviour.

We confirm that we will, in accordance with our obligations under equality legislation, take all such steps that are reasonably practicable to prevent the harassment of students or staff on any of the nine grounds specified: gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

Definition of bullying

Bullying is defined in *Cineáltas: Action Plan on Bullying* and *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools* as targeted behaviour, online or offline that causes harm. The harm caused can be physical, social and/or emotional in nature. Bullying behaviour is repeated over time and involves an imbalance of power in relationships between two people or groups of people in society. The detailed definition is provided in Chapter 2 of the Bí Cineálta procedures.

Each school is required to develop and implement a Bí Cineálta policy that sets out how the school community prevents and addresses bullying behaviour. Strategies to deal with inappropriate behaviour that is not bullying behaviour are provided for within the school's Code of Behaviour.

Section A: Development/review of our Bí Cineálta policy to prevent and address bullying behaviour

All members of our school community were provided with the opportunity to input into the development/review of this policy.

	Date consulted	Method of consultation
School Staff	16/10/2025	Staff meeting & Questionnaire
Students	16/10/2025 17/10/2025	Class discussion & Questionnaire
Parents	17/10/2025	Questionnaire & policy document sent.
Board of management	16/10/2025	discussion & review of old policy & Bí Cineálta document.
Wider school community as appropriate, for example, bus drivers	16/10/2025	policy document old & new distributed
Date policy was approved: 16/10/2025		
Date policy was last reviewed: old policy antibullying 19/5/2025		

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by the school. These include strategies specifically aimed at preventing online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment as appropriate (see Chapter 5 of the Bí Cineálta procedures):

Bohermore National School is dedicated to fostering a safe, inclusive, and respectful environment where bullying of any kind is not tolerated. Prevention is central to our approach and embedded in our culture, curriculum, and policies. We promote values such as respect, empathy, kindness, equality, diversity, and inclusion, teaching students about respectful relationships, diversity, online safety, and the impact of identity-based bullying. Staff receive ongoing training in areas like equality, LGBTQ+ inclusion, anti-racism, and restorative practices, while students take active roles through peer support and awareness initiatives. Parents are engaged through communication and workshops. Targeted strategies address specific types of bullying — including online, homophobic, transphobic, racist, and sexist — through education, representation, and safe spaces. We also monitor the school climate closely to guide early intervention and ensure every student feels valued, supported, and able to thrive.

Bohermore National School has a range of supervision and monitoring policies in place, drawing on Chapter 5 of the *Bí Cineálta* procedures, to prevent and address bullying behaviour (Oide). For instance, the school cultivates a positive and inclusive culture and environment where respect, trust, and open communication are actively promoted among students, staff, parents, and the school leadership, making clear that bullying is unacceptable (Oide). It also fosters a "telling environment", encouraging students to report concerns by ensuring they feel safe to come forward without fear of retaliation or dismissal (Oide). Furthermore, Bohermore National School practices active oversight and consistent monitoring of shared spaces (such as yards, corridors, classrooms, and online platforms), ensures staff are vigilant and intervene promptly, and regularly reviews the effectiveness of these prevention measures (Oide).

Section C: Addressing Bullying Behaviour

The teacher(s) with responsibility for addressing bullying behaviour is (are) as follows:

When bullying behaviour occurs, the school will:

- ensure that the student experiencing bullying behaviour is heard and reassured
- seek to ensure the privacy of those involved
- conduct all conversations with sensitivity
- consider the age and ability of those involved
- listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation
- take action in a timely manner

inform parents of those involved.

Steps:

In accordance with Chapter 6 of the *Bí Cineálta* procedures, the school will adopt a structured and transparent process to determine whether bullying behaviour has occurred. Upon receipt of a report, a prompt and thorough investigation will be undertaken, during which statements will be gathered from the students directly involved, any witnesses, and relevant staff members. All investigations will be conducted with due regard to confidentiality, sensitivity, and the wellbeing of all parties concerned. The information collected will be carefully evaluated against the agreed definition of bullying to establish whether the behaviour in question meets the necessary criteria. Where bullying is confirmed, the school will implement appropriate interventions, which may include restorative practices, targeted support for both the student affected and the student engaging in the behaviour, and, where warranted, sanctions in accordance with the school's Code of Behaviour. Furthermore, the school will ensure that ongoing monitoring, regular communication with parents or guardians, and structured review meetings take place to assess progress, verify that the bullying behaviour has ceased, and promote the development of a safe and respectful school environment.

The school will use the following approaches to support those who experience, witness and display bullying behaviour (see Chapter 6 of the *Bí Cineálta* procedures):

Approaches:

The school is committed to creating a safe and respectful environment where all members of the community feel valued and supported. In line with the *Bí Cineálta* procedures (Chapter 6), we will use a range of approaches to support those who experience, witness, and display bullying behaviour. Students who experience bullying will be listened to carefully, supported emotionally, and provided with appropriate interventions to restore their sense of safety and well-being. Witnesses to bullying will be encouraged to report incidents, supported in understanding their role in promoting a positive school culture, and empowered to act responsibly in future situations. Those who display bullying behaviour will be engaged in constructive conversations to understand the impact of their actions, offered guidance to develop empathy and positive social skills, and supported through targeted interventions aimed at promoting behavioural change. Through these approaches, the school seeks

All bullying behaviour will be recorded. This will include the type of behaviour, where and when it took place, and the date of the engagement with students and parents. The actions and supports agreed to address bullying behaviour will be documented. If the bullying behaviour is a child protection concern the matter will be addressed without delay in accordance with *Child Protection Procedures for Primary and Post-Primary Schools*.

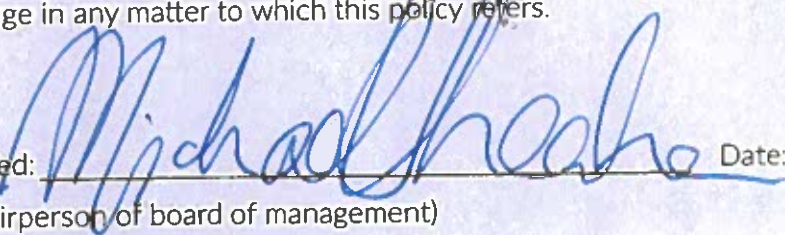
Section D: Oversight

The principal will present an update on bullying behaviour at each board of management meeting. This update will include the number of incidents of bullying behaviour that have been reported since the last meeting, the number of ongoing incidents and the total number of incidents since the beginning of the school year. Where incidents of bullying behaviour have occurred, the principal will also provide a verbal update which will include where relevant, information relating to trends and patterns identified, strategies used to address the bullying behaviour and any wider strategies to prevent and address bullying behaviour where relevant. This update does not contain personal or identifying information. See Chapter 7 of the *Bí Cineálta* procedures.

This policy is available to our school community on the school's website and in hard copy on request. A student friendly version of this policy is displayed in the school and is also available on our website and in hard copy on request.

This policy and its implementation will be reviewed, following input from our school community, each calendar year or as soon as practicable after there has been a material change in any matter to which this policy refers.

Signed:

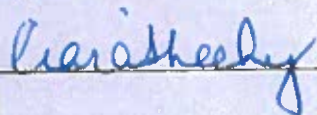


Date:

16/10/25

(Chairperson of board of management)

Signed:



Date:

16/10/25

(Principal)