Lackamore NS

Lackamore NS Newport, Co.Tipperary V94 V5D1

Phone: 061 378 360 Roll No: 02428B

Email: lackamorens@gmail.com

Website: www.lackamorens.com

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 Lackamore NS 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.

We confirm that we will take all such steps that are reasonably practicable to prevent all bullying or harassment of our students in whatever form and however motivated.

Catholic schools have a distinctive understanding of the human person, recognising that every person is created in God's image and likeness and has inherent dignity as a child of God. This is the basis for ensuring that each person in our school is treated with respect and care, in accordance with the Catholic Schedule.

As a Catholic school, we are committed to respecting the dignity of every individual. No human person is to be devalued, and all have an indispensable part to play in the school community, regardless of difference.

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by this school to address all forms of bullying behaviour, in whatever form and however motivated, including online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment.
In developing preventative strategies which this school will use to prevent all forms of bullying behaviour, we come from the context of our Catholic ethos where inclusivity permeates the school in a real way. This school takes positive steps to ensure that the culture of the school is one which welcomes a respectful dialogue and encounter with diversity and difference, by ensuring that prevention and inclusivity strategies are given priority and discussed regularly at board of management and staff meetings. The dignity and the wellbeing of the individual person is of paramount concern in our Christian response. This school will listen closely to and dialogue with parents, thereby building a relationship of mutual understanding, respect, trust and confidence. In continuing to develop prevention strategies, this school will listen to young people and parents, to help establish their particular context and needs. Frequent periods of reflection and engagement by the school, young people and parents, will be used to discern appropriate supports for young people in this school and to help inform future prevention strategies.

Section C: 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	28/03/2025	Staff meeting
Students	11/04/2025	Posters SPHE lessons Anonymous questionnaire for pupils in the senior room.
Parents	18/03/2025	Anonymous questionnaire handed put into box in school hall.
Board of Management	2/04/2025	Board of Management meeting
Wider school community as appropriate, for example, bus drivers	March/April	Meeting with bus drivers
Date policy was approved:		
Date policy was last reviewed:		

Section D: 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):
Culture and Environment Positive and Inclusive school Environment Positive Relationships

Effective Leadership

Positive Culture and Environment

A telling Environment

A trusted Adult

Supervision

Safe physical spaces

Curriculum

Teaching and Learning in SPHE

RSE Curriculum

Stay Safe

Walk Tall

Student Participation

SPHE Methodologies

Promoting Inclusion and Diversity

Extra-Curricular Programmes

Groupwork/Collaboration

Mind Moments

Weaving wellbeing

Friends for life

Zones of Regulation

Mighty Moe

Talk about

Cool calm confident

Prime Ed anti bullying

Webwise

Policy and Planning

Bí Cinealta Policy

Student Friendly Bí Cineálta Policy

Communication policy

Code of Behaviour

Child Safeguarding

Acceptable Usage Policy

Internet acceptable Use policy.

Supervision Policy

RSE Policy

SEN Policy

Inclusion Policy

SSE: Wellbeing in Education

Appropriate Teacher Professional Learning

Relationships and Partnerships

Strong Interpersonal Connections

Bullying Awareness Initiatives

Student and Parent Participation

Teacher Professional Learning

Critical thinking Skills

Promoting Peer Support

Supporting activities that build empathy, respect and resilience

Preventing cyberbullying behaviour

Strategies to prevent cyberbullying behaviour include the following, which is not an exhaustive list:

- Implementing the SPHE curriculum
- Implementing the Digital Media Literacy curriculum which teaches students about responsible online behaviour and digital citizenship
- Having regular conversations with students about developing respectful and kind relationships online
- Developing and communicating an acceptable use policy for technology
- Referring to appropriate online behaviour as part of the standards of behaviour in the Code of Behaviour
- Promoting or hosting online safety events for parents who are responsible for overseeing their children's activities online

- Holding an Internet safety day to reinforce awareness around appropriate online behaviour (February).

Preventing homophobic/transphobic bullying behaviour

Strategies to prevent homophobic and transphobic bullying behaviour include the following, which is not an exhaustive list:

- maintaining an inclusive physical environment such as by displaying relevant posters
- encouraging peer support such as peer mentoring and empathy building activities
- challenging gender stereotypes
- encouraging students to speak up when they witness homophobic behaviour

Preventing racist bullying behaviour

Strategies to prevent racist bullying behaviour include the following, which is not an exhaustive list:

- fostering a school culture where diversity is celebrated and where students "see themselves" in their school environment
- conducting workshops and seminars for students, school staff and parents to raise awareness of racism
- encouraging peer support such as peer mentoring and empathy building activities
- encouraging bystanders to report when they witness racist behaviour
- providing supports to school staff to respond to the needs of students for whom English is an additional language and for communicating with their parents
- providing supports to school staff to support students from ethnic minorities, including Traveller and Roma students (where relevant), and to encourage communication with their parents
- inviting speakers from diverse ethnic backgrounds
- ensuring that library reading material and textbooks represent appropriate lived experiences of students and adults from different national, ethnic and cultural backgrounds

Preventing sexist bullying behaviour

Strategies to prevent sexist bullying behaviour include the following, which is not an exhaustive list:

- ensuring members of staff model respectful behaviour and treat students equally irrespective of their sex
- ensuring all students have the same opportunities to engage in school activities irrespective of their sex
- celebrating diversity at school and acknowledging the contributions of all students
- organising awareness campaigns, workshops and presentations on gender equality and respect
- encouraging parents to reinforce these values of respect at home

Preventing sexual harassment

Strategies to prevent sexual harassment include the following, which is not an exhaustive list:

- promoting positive role models within the school community
- challenging gender stereotypes that can contribute to sexual harassment

The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour (see Chapter 5 of the Bí Cineálta procedures):
In Lackamore NS supervision is an important measure to help prevent and address bullying behaviour. We take all reasonable measures to ensure the safety of our students and to supervise students when students are attending school and or attending school activities. Subsequent to our wellbeing review of 2024 as part of our SSE (Student Feedback) our school has a mix of organised activities during breaktime. Supervision policy Tour policy Toileting Policy Staff member present when outside teachers/facilitators in class SNA meets children off the bus in the morning. Teacher and SNA on morning duty. 2 staff members on break duty. 2 staff members on lunch duty. Adequate supervision for pupil activities outside of school Teachers at gate to ensure pupils don't walk out past gate until parents are outside the gate.

Section D: Addressing Bullying Behaviour

The teacher(s) with responsibility for addressing bullying behaviour is (are) as follows: the class teacher in consultation with the principal

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

The steps that will be taken by the school to determine if bullying behaviour has occurred, the approaches taken to address the bullying behaviour and to review progress are as follows (see Chapter 6 of the Bí Cineálta procedures):

To determine if bullying behaviour has occurred,

To determine whether the behaviour reported is bullying behaviour we will consider the following questions:

1. Is the behaviour targeted at a specific student or group of students?
2. Is the behaviour intended to cause physical, social or emotional harm?
3. Is the behaviour repeated?

If the answer to each of the questions above is Yes, then the behaviour is bullying behaviour and the behaviour should be addressed using the Bí Cineálta Procedures.

Note: One off incident may be considered bullying in certain circumstances. A single hurtful message posted on social media can be considered bullying behaviour as it has a high likelihood of being shared multiple times and thus becomes a repeated behaviour.

If the answer to any of these questions is No, then the behaviour is not bullying behaviour. Strategies to deal with inappropriate behaviour are provided for within the school's Code of Behaviour.

(When identifying if bullying behaviour has occurred teachers will consider what, where, when and why?)

The approaches taken to address the bullying behaviour

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
- request students to write an account of the incident, where appropriate
- take action in a timely manner
- inform parents of those involved

Review Progress

The teacher will engage with the students and parents involved no more than 20 school days after the initial discussion to review progress following the initial intervention.

If the bullying behaviour has not ceased, the teacher will review the strategies used in consultation with the students and parents and agree to meet again over an agreed timeframe until the bullying behaviour has ceased. Where it becomes clear that the student who is displaying the bullying behaviour is continuing to display the behaviour, then the school will consider using the strategies to deal with inappropriate behaviour as provided for within the school's Code of Behaviour.

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):
Designated person in school Safe space Regular meetings with parents

Regular check ins with child

Emotional support strategies to encourage confidence, assertiveness and regulation

Pupil Counselling

SPHE lessons

Friends for Life

Incredible Years

Emotional Intelligence support by SEN team

Online Internet Safety Training

Webwise

Internet Safety Day

Resources from DCU Anti Bullying Centre

The following agencies may be accessed for additional support and advice

NEPS

Oide

Tusla

Gardaí

National parents Council

NCSE

CDNT

Outside speaker on Internet Safety

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 E: 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.

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 Michael Lee Date: 11/6/25.

(Chairperson of board of management)

Signed: Caoimhe Bergin Date: 11/6/25 (Principal)