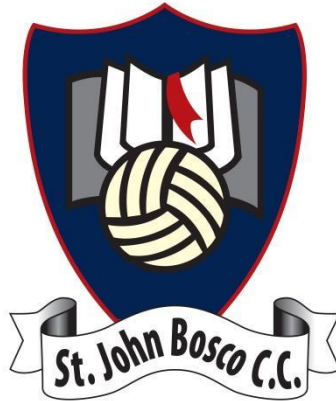


St John Bosco Community College



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Bí Cineálta Policy to Prevent and Address Bullying Behaviour

BOM Chairperson: _____

BOM Secretary: _____

DATE: 12/06/2025 _____

Bí Cineálta Policy to Prevent and Address Bullying Behaviour

The Board of Management of St John Bosco Community College 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	26/02/25 & 08/05/25	Working groups in staff meetings
Students		
Parents		
Board of Management	08/10/24 & 12/06/25	Review of Policy and discussion at board meetings.
Wider school community as appropriate, for example, bus drivers	Publishing of policy August 2025	Social Media/School Website/School Journals/Posters
Date policy was approved: 12/06/25		
Date policy was last reviewed: Created on 12/06/25		

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):

Strategies to prevent cyberbullying behaviour include the following:

- > 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.

Strategies to prevent homophobic and transphobic bullying behaviour include the following:

- > 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.
- > Conducting workshops and seminars for students, school staff and parents to raise awareness of the impact of homophobic bullying behaviour.
- > Encouraging students to speak up when they witness homophobic behaviour.

Strategies to prevent racist bullying behaviour include the following:

- > Fostering a school culture where diversity is celebrated and where students "see themselves" in their school environment.
- > Having the cultural diversity of the school visible and on display.
- > 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, 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.

Strategies to prevent sexist bullying behaviour include the following:

- > 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.

Strategies to prevent sexual harassment include the following:

- > Using the updated SPHE specifications at post-primary level to teach students about healthy relationships and how to treat each other with respect and kindness.
- > 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):

The school will take the following measures to create safe physical spaces:

- > Ensure good lighting is present to avoid dark corners or spaces.
- > Remove visual barriers from windows such as posters.
- > Install mirrors to improve visibility and reduce blind spots.
- > Improve the visibility of school staff who are supervising at break times including during yard duty.
- > Murals, artwork and signage can help schools to promote the school's values such as equality, diversity, inclusion and respect.

Supervision of students:

A supervision rota will be in place to ensure that all zoned areas of the school are monitored during times outside of class time.

All student activities taking place outside of class time, either in school or off site, will be accompanied by school staff, appropriate to the group size.

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

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):

*** FORM 1 (Appendix 1) will be used to identify if bullying has occurred and record how cases of bullying have been addressed.**

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):

Year-Head Support:

All students are monitored and encouraged to approach their Year-Head or Tutor if they have any concerns for themselves or others.

A Year-Head can refer any of their year group to the SST or the School Chaplain.

Student Support Team:

This team monitor students through the lens of student welfare and wellbeing.

Any staff member can make a referral to the SST in the event that they feel a bullying case is ongoing.

School Chaplain:

Students can book support meetings with our School Chaplain.

These meetings are both arranged and held in a discreet and confidential manner.

The School Chaplain may decide, through consultation with the SST and the parents of a child, to seek support for an individual student or a group of students.

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: _____
(Chairperson of board of management)

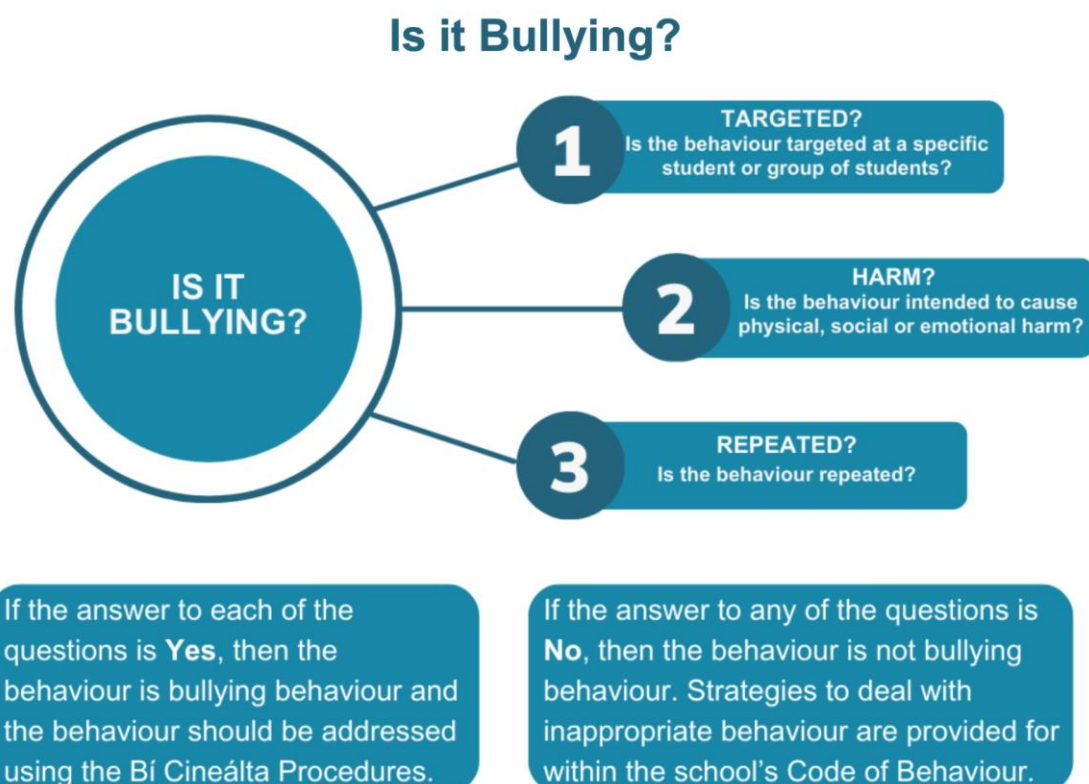
Signed: _____ Date: _____
(Principal)

Appendix 1:

Bí Cineálta Procedures

FORM 1 - Template for Recording Bullying Behaviour

If the bullying allegation meets the criteria for the definition of Bullying as per the Bí Cineálta procedures, (including online bullying) this Form should be completed.



School Assigned Personnel completing this form.		<ul style="list-style-type: none">• Deputy Principal• YearHead• Counsellor• Teacher/Tutor
1.	Name and Class of pupil experiencing bullying behaviour	
2.	Name(s) & classes of pupil(s) engaged in bullying behaviour	
3.	Form(s) of Bullying: (2.5)	<ul style="list-style-type: none">• Physical• Verbal• Written

		<ul style="list-style-type: none"> • Extortion • Exclusion • Relational • Online
4.	Type of Bullying: (2.7)	<ul style="list-style-type: none"> • Disablist • Exceptionally able • Gender-identity • Homophobic/transphobic • Physical appearance • Racist, poverty • Religious identity • Sexist bullying • Sexual harassment
	Other (please state)	
5	Location of incident(s)	
6	Date of incident(s)	
7	Name of person(s) who reported the concern.	
8	Brief description of bullying behaviour and its impact:	
9.	Date of initial engagement with pupil(s) harmed and pupil(s) engaging in harm.	
10.	Names of, and date of initial engagement with parent(s) of student(s) experiencing the bullying behaviour.	
11.	Name of, and date of initial engagement with parent(s) of student(s) displaying bullying behaviours.	
12.	Details of actions taken.	
13.	Views of pupils and parents regarding actions to be taken.	

14.	Date of Review to determine if bullying behaviour has ceased.	
15.	Details of Engagement with external supports (if any).	
16.	Date of behaviour ceasing.	
17.	If bullying behaviour has not ceased, what further actions have been agreed?	
18.	Signed: YearHead / Assigned Teacher	
19.	Date:	
20.	Additional Comments.	
21.	Parent Declaration: I agree that the actions of the school and all involved have addressed the bullying behaviour at this point.	
22.	Date:	
23.	Agreed Report	
<p>This report will be filed in the Principal's Office. The term '<i>incident recorded and filed in Principal's Office</i>' will be added to school Management Information System (MIS) - e.g. VSWare.</p>		
<p>Date filed in Principal's Office:</p>		

Bí Cineálta!

We want everyone at our school to feel safe and happy.

If you think that you are being bullied or someone else is being bullied, you need to tell a teacher or another adult that you trust. They will know what to do to help.

Get help!

Tell someone!

If a student tells a staff member that they think they are being bullied, we will:

- > talk with the student
- > ask the student what they want to happen
- > work out a plan together
- > talk to their parents
- > talk to the other student(s) involved
- > talk with the other student's parents

Bullying behaviour is when someone keeps being mean or hurtful to others on purpose over and over again.

When it happens a lot.
Not just once

Please tell someone if you think that you are being bullied or someone else is being bullied.

Our school has a Bí Cineálta policy to try to stop bullying behaviour.

We look at this policy every year to see what is working well or what could

work better.

We will ask you what you think.

