

## **BRÚ NA PÁIRCE – ANTI-BULLYING POLICY**

In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the NEWB, Brú na Páirce has adopted the following anti-bullying policy within the framework of the colleges overall code of behaviour. This policy fully complies with the requirements of the Anti-Bullying Procedures for Primary and Post-Primary Schools which were published in September 2013.

Brú na Páirce recognises the very serious nature of bullying and the negative impact that it can have on the lives of pupils. It is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- A positive college culture and climate which:
  - is welcoming of difference and diversity and is based on inclusivity
  - encourages students to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
  - promotes respectful relationships
- Effective leadership
- A shared understanding of what bullying is and its impact

Brú na Páirce is committed to:

- Building empathy, respect and resilience in students; and explicitly addressing the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying
- Effective supervision and monitoring of students
- Providing supports for staff
- Consistent recording, investigation and follow up of bullying behaviour.

In accordance with the *Anti-Bullying Procedures for Primary and Post-Primary Schools*, bullying is defined as follows:

*Bullying is unwanted negative behaviour, verbal, psychological or physical conducted by an individual or group against another person (or persons) and which is repeated over time.*

The following types of bullying behaviour are included in the definition of bullying: deliberate exclusion, malicious gossip and other forms of relational bullying, cyber-bullying and identity-based bullying such as homophobic, transphobic, racist bullying, bullying based on a person's membership of the Traveller community and bullying of those with disabilities or special educational needs.

In the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

**All members of staff have a duty of care to uphold the culture of mutual respect in Brú na Páirce and to report any concerns to the relevant staff members.**

The policy addresses bullying behaviour, harassment and sexual harassment. While it primarily addresses issues related to bullying of students, it applies also to teaching and other college staff.

The policy applies for the duration of the two week course-during the daytime teaching/study hours of the course.

## **Procedures for Dealing with Incidences of Bullying**

Incidents of bullying behaviour will be dealt with by the following steps:

- Where the incident is deemed to be minor, a verbal warning will be given to the bully to stop the inappropriate behaviour, pointing out how he/she is in breach of the Code of Behaviour and trying to get him/her to see the situation from the victim's point of view. If deemed appropriate, parents may be contacted
- If the behaviour persists, the parents/guardians of the victims and bullies will be informed. Thus, they will be given the opportunity of discussing the matter and will be in a position to help and support their children before a crisis may occur. Appropriate sanctions will be imposed
- Appropriate personnel will interview all of the students involved in a bullying incident
- All interviews will be conducted with sensitivity and with due regard to the rights of all students involved
- The alleged victim and perpetrator(s) will be invited to write down any relevant details
- The alleged victim and alleged perpetrator(s) of the incident will be spoken to and encouraged to solve the problem
- Records will be kept of all incidents and of the procedures that were followed
- Appropriate personnel will monitor progress of students involved in a bullying incident

- If there is a serious incident, the matter will be dealt with by an Bainisteoir, parents will be involved and appropriate sanctions applied
- In certain instances it may be necessary for the college to seek the assistance of other local persons and formal agencies such as NEPS, HSE social workers, community workers, Gardaí etc.

### ***Sanctions***

The following may be deemed appropriate:

- Verbal Reprimand
- Reporting to Parents
- Expulsion

### ***Interventions and Strategies***

The interventions and strategies adopted will depend on the specific nature of the bullying incident and will be a private matter between the student being disciplined, his or her parents/guardians and Brú na Páirce.

### ***Supervision and Monitoring of Pupils***

Brú na Páirce confirms that appropriate supervision and monitoring policies and practices are in place to both prevent and deal with bullying behaviour and to facilitate early intervention where possible.

### ***Prevention of Harassment***

Brú na Páirce will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of students or staff or the harassment of students or staff on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

This Anti-Bullying policy was established on 14 September 2019.

*Brú na Páirce*  
Bí Linn agus Beidh agat