

Bí Cineálta Policy to Prevent and Address Bullying Behaviour in Gaelscoil Ultain.

Bí Cineálta Policy to Prevent and Address Bullying Behaviour

The Board of Management of Gaelscoil Ultain 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.

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	16/05/25	Inservice day
Students	4/04/25	Coiste na nDaltaí completed an online survey re. bullying and bullying behaviour.
Parents	2/04/25	Survey completed with parents
Board of Management	2/10/25	Policy was ratified at BOM meeting.
Wider school community as appropriate, for example, bus drivers	16/05/05	Cleaners, classroom assistants and SNAs part of the inservice day.
Date policy was approved: 2/10/25		
Date policy will be next reviewed: 2/10/26		

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):

- Teaching the full SPHE curriculum in each class each year.
- The Bí Sábháilte (Stay Safe) and Fí na Folláine (Weaving Wellbeing) programmes are taught in the school each year.
- Resources from Webwise are used by teachers to teach children about online safety.
- Coiste na nDaltaí work with the younger children.
- We have our Ceannairí (playground leaders) in place. This system provides our students with roles of responsibility, older children are mentors to younger children.
- We speak to our students often about meas agus cineáltas (respect and kindness).
- We foster an inclusive environment in our school where every child is given opportunities to foster and develop their interests and talents.
- We have annual campaigns to foster wellbeing, kindness and friendship m.s. Seachtain Chairdeas, Seachtain na Folláine agus Seachtain Chineáltais,
- We promote a school culture where diversity and difference is celebrated.
- We ensure that each student is afforded the same opportunities to partake in school activities.
- -The school ethos encourages children to find and develop their interests and talents to reach their full potential.

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 entire school staff are responsible for understanding what bullying behaviour is. All staff including SNAs, classroom assistants, secretary and cleaners are encouraged to report any bullying behaviour to the class teacher or principal.
- We have a comprehensive supervision programme in place in Gaelscoil Ultain and staff are frequently reminded of the importance of being on time for supervision, being active in their supervision and developing a relationship with the children. All of these measures help to avoid any bullying behaviour.
- The principal, vice-principal and class teachers are responsible for dealing with bullying behaviour.
- The main aim of any teacher dealing with bullying behaviour is to resolve the situation, where practical and to mend the relationship between the two parties. The teacher will not apportion blame to any student.
- It is important that all of the parties involved; students, parents and teachers understand that the main aim of the process is to resolve the situation between both sides.

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):

-The school will ensure that the student experiencing bullying behaviour is listened to and that they are comfortable.

-Each conversation which takes place will be done so discretely so as to protect the privacy of the students involved. This promotes a culture of 'telling' in the school. Students realise that it is a valued and responsible thing to do for them to report bullying behaviour of any kind.

-If there are a group of students involved, each student may be spoken to individually. It can also be helpful to obtain a written report of events from students.

-Insensitive and non satisfactory behaviour may occur that is not bullying behaviour.

-If it is decided that bullying behaviour has occurred, parents will be informed as soon as possible to tell them about the event and also to explain the steps that will be taken to deal with the bullying behaviour. Parents are given an opportunity to speak about how they will support the steps being taken in the school.

- When the teacher in question has determined that bullying behaviour has taken place, the student who has actioned the bullying behaviour is informed that they have gone against the school policy. A conversation may take place in which this student is asked to see the behaviour from the other person's point of view.
- We do not deal with bullying behaviour that occurs when students are not in the care of the school. However, we can support students who are experiencing bullying behaviour.
- The students and their parents are dealt with during a period of not more than 20 days after the first initial report of bullying behaviour. During this time, the measures in place will be assessed.
- Part of the assessment will be the type of behaviour, the effectiveness of the strategies used to deal with the bullying behaviour and the relationship between the students.
- If the bullying behaviour has come to an end, the student who experienced the bullying behaviour and the student who actioned the bullying behaviour may need support and monitoring.
- We will deal with bullying behaviour using Cód Iompar Gaelscoil Ultain where appropriate.
- We will contact Túsla if we feel that the bullying behaviour is a child protection issue.
- We will maintain a full written record of the events of the bullying behaviour including the date in which the bullying behaviour came to an end.
- To ensure that the case of bullying behaviour has come to an end, the teacher in question will assess the following factors;
 - Has the bullying behaviour come to an end?
 - Have the issues between the two parties been resolved so far as is practical?
 - Has the relationship between the two parties improved in so far as is practical?
 - Have all of the parties involved been given feedback on the case including parents and/or the Principal or Vice-Principal?

In the case where a parent is not happy with how the bullying behaviour has been dealt with by the school according to the guidelines laid down in this policy, the parents will be directed to the Parental Complaints Procedure.

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):

- The school staff will be fair and steadfast in dealing with bullying behaviour.
- We will support students who are exhibiting bullying behaviour to ensure that they manage their difficulties in a more effective manner and to ensure that any needs they have are being facilitated.
- In cases where children voice concern about their parents being informed, we will plan suitable steps to ensure that this concern is addressed.

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: Brendan Ó Dufaigh
(Chairperson of board of management)

Date: 2/10/25

Signed: Éilis Uí Sheanáin
(Principal)

Date: 2/10/25

Polasaí Bí Cineálta Ghaelscoil Ultain chun Iompraíocht Bhulaíochta a Chosc agus Dul i nGleic léi.

Ghlac Bord Bainistíocht Ghaelscoil Ultain an polasaí seo a leanas chun iompraíocht bhulaíochta a chosc agus dul i ngleic léi.

Comhlíonann an polasaí seo go hiomlán ceanglais *Bí Cineálta: Gnásanna chun Iompraíocht Bhulaíochta a Chosc agus Dul i nGleic léi do Bhunscoileanna agus d'Iarbhunscoileanna 2024*.

Tá freagracht orainn go léir, mar phobal scoile, oibriú le chéile chun iompraíocht bhulaíochta a chosc agus dul i ngleic léi agus chun déileáil leis an tionchar diúltach a bhíonn ag iompraíocht bhulaíochta.

Geallann muid go mbeadh gach scoláire a fhreastalaíonn ar Ghaelscoil Ultain saor ó dhíobháil agus go bhfuil folláine ár scoláirí chun tosaigh i ngach rud atá á dhéanamh againn. Aithnímid an tionchar diúltach a d'fhéadfadh a bheith ag iompraíocht bhulaíochta ar shaol ár scoláirí agus táimid tiomanta go hiomlán d'iompraíocht bhulaíochta a chosc agus dul i ngleic léi.

Deimhnímid go ndéanfaimid, i gcomhréir lenár n-oibleagáidí faoi reachtaíocht chomhionannais, gach beart atá indéanta de réir réasúin chun ciapadh scoláirí nó baill foirne a chosc ar aon cheann de na naoi bhforas a shonraítear: inscne, stádas sibhialta, stádas clainne, claonadh gnéasach, reiligiún, aois, míchumas, cine agus a bheith mar bhall den Lucht Siúil.

Sainmhíniú ar an mbulaíocht

Tugtar sainmhíniú ar an mbulaíocht mar iompraíocht spriocdhírthe, ar líne nó as líne a dhéanann dochar. Thiocfadh leis an dochar a dhéantar a bheith fisiciúil, sóisialta agus/nó mothúchánach. Leanann iompraíocht bhulaíochta ar aghaidh thar thréimhse ama agus bíonn neamhchothroime cumhachta i gceist ann sa chaidreamh idir beirt nó grúpaí daoine sa tsochaí.

Leagann an polasaí seo amach an dóigh a gcuireann pobal na scoile cosc ar iompraíocht bhulaíochta agus an dóigh a dtéann sé i ngleic léi.

Forbairt/athbhreithniú ar ár bpolasaí Bí Cineálta chun iompraíocht bhulaíochta a chosc agus dul i ngleic léi

Tugadh deis do gach ball dár bpobal scoile ionchur a bheith acu i bhforbairt/athbhreithniú an pholasaí seo.

	Dáta an Chomhairliúcháin	Modh comhairliúcháin
Foireann na Scoile	16/05/25	Dúnadh Leath-lá
Scoláirí	9/04/25	Suirbhé ar líne déanta ag Coiste na nDaltaí maidir le hiompraíocht bhulaíochta.
Tuismitheoirí	2/04/25	Suirbhé déanta ar rogha tuismitheoirí sa scoil.
Bord Bainistíochta	*Cruinniú 2/10/25	
Pobal na scoile i gcoitinne (de réir mar is cuí mar shampla tiománaithe bus)	16/05/25*	Cuireadh tugtha do phobal na scoile teacht chuig an inseirbhís scoile ar an 16/05/25.
An dáta ar faomhadh an polasaí: 3/10/25		
An dáta is déanaí a ndearnadh athbhreithniú ar an bpolasaí: 3/10/28		

Iompraíocht Bhulaíochta a Chosc

- An curaclam OSPS a chur i bhfeidhm i ngach rang.
- Na cláracha Fí na Folláine agus Bí Sábháilte curtha i bhfeidhm sna ranganna cuí,
- Ábhar curaclaim ó Webwise curtha i bhfeidhm i ngach rang ina múintear do scoláirí faoi iompraíocht fhreagrach ar líne.
- Coiste na nDaltaí ag obair le páistí níos óige.
- Córas na gCeannairí i bhfeidhm sa scoil ina dtugtar ról ceannaireachta chun páistí níos sine le cuidiú le páistí eile sa chlós.
- Comhráite le scoláirí faoi chaidreamh atá measúil agus cineálta a chothú ar líne agus as líne.
- Timpeallacht fhisciúil ionchuimsitheach a chothú agus a choinneáil.
- Gníomhaíochtaí a reachtáil chun feasacht a ardú ar chonas dea-chairdeas a léiriú agus tús áite a thabhairt do chothú na folláine m.s. Seachtain Chairdeas

agus Seachtain na Folláine.

- Cultúr scoile a chothú ina ndéantar an éagsúlacht a cheiliúradh.
- Cinntiú go bhfuil na deiseanna céanna ag gach scoláire páirt a ghlacadh i ngníomhaíochtaí scoile.
- De réir eiteas na scoile, cuirfear deiseanna éagsúla ar fáil do scoláirí buach a gcumais a bhaint amach agus a dtailinn a fhorbairt.

Tá na polasaithe maoirseachta agus monatóireachta a leanas i bhfeidhm ag an scoil chun iompraíocht bhulaíochta a chosc agus dul i ngleic léi.

- Tá pobal uile na scoile feasach ar cad is iompraíocht bulaíochta ann. Spreagtar cuntaí, SNAS, rúnaí, glantóirí na scoile agus tiománaithe bus chun aon iompraíocht bulaíochta a thuairisciú chuig an múinteoir cuí.
- Tá córas cuimsitheach feitheoireachta i bhfeidhm sa scoil agus tuigeann na baill foirne an tábhacht a bhaineann le bheith in am don fheitheoireacht, a bheith aireach i rith an ama agus caidreamh a chothú leis na páistí agus muid ag siúl le hiompraíocht bhulaíochta a sheacaint.
- Is iad na múinteoirí ranga agus Príomhoide/Leas-Phríomhoide atá freagrach as dul i ngleic le hiompraíocht bhulaíochta.
- An príomh-aidhm a bheas ag an múinteoir atá ag deighleáil leis an iompraíocht bulaíochta ná fuscailt a fháil ar an fhadhb, comh fada 's atá sé praiticiúil agus an caidreamh idir an dá pháirtí a dheisiú. Ní bheidh an múinteoir ag leagan locht ar aon scoláire faoi léith.
- Tá sé tábhachtadh go dtuigfidh na páirtithe uilig idir scoláirí, múinteoirí 's tuismitheoirí gurb é an príomhaidhm a bheas leis an bproiséis ná réiteach a fháil.

Ag dul i ngleic le hIompraíocht Bhulaíochta

Nuair a tharlaíonn iompraíocht bhulaíochta:

- Déanfaidh an scoil cinntiú go n-éistear leis an scoláire a bhfuil iompraíocht bhulaíochta á fulaingt aige agus go gcuirtear é ar a shuaimhneas.
- Déanfar iarracht príobháideacht na scoláirí atá i gceist a chinntiú agus gach comhrá a dhéanamh go híogair. Cuireann sé seo le cultúr na hinsinte sa scoil agus tuigfidh scoláirí go bhfuil siad freagrach nuair a dhéanann siad iompraíocht bhulaíochta a thuirisciú.
- Nuair atá grúpa scoláirí i gceist, seans go labharfar le gach baill den ghrúpa faoin méad a tharla leo féin. Uaireanta, bíonn sé cuidiúl cur síos scríofa a fháil ó na daltaí ar an méad a tharla.
- Thiofadh le heachtraí tarlú ina bhfuil iompraíocht mhíshásúil agus ghoilliúnach i gceist nach iompraíocht bhulaíochta í.
- Má shocraítear gur iompraíocht bhulaíochta atá i gceist, cuirfear na tuismitheoirí cuí ar an eolas go luath le hinsint dóibh faoin eachtra agus chun na céimeanna atá i gceist le deighleáil leis a mhíniú dóibh. Tugann an scoil deis do thuismitheoirí labhairt faoi bealaí gur féidir leo na haicsin agus na tacaíochtaí atá ar siúl ag an scoil a dhaingniú.
- Nuair a deimhníonn an múinteoir cuí go raibh iompraíocht bhulaíochta ar siúl, mínítear don pháiste atá i mbun na hiompraíochta bhulaíochta go bhfuil siad i ndiaidh dul i gcoinne polasaí na scoile. Thiofadh linn comhrá a bheith againn le iarracht a dhéanamh leo an eachtra a fheiceáil ó thaobh an duine eile.
- Ní phléann muid le hiompraíocht bhulaíochta a tharlaíonn nuair nach mbíonn scoláirí faoi chúram nó faoi fhreagracht na scoile.
- Pléifear leis na scoláirí atá i gceist agus lena dtuismitheoirí tráth nach faide ná 20 lá scoile i ndiaidh na teagmhála tosaigh chun athbhreithniú a dhéanamh ar an dul chun cinn i ndiaidh na hidirghabhála tosaigh.
- Beidh cineál na hiompraíochta, éifeachtacht na straitéisí a úsáideadh chun dul i ngleic leis an iompraíocht bhulaíochta agus an caidreamh idir na scoláirí a bhí i gceist mar chuid den athbhreithniú.
- Thiofadh leis go mbeadh maoirseacht agus tacaíocht leanúnach de dhíth ar an scoláire a d'fhulaing iompraíocht bhulaíochta agus ar an scoláire a léirigh an iompraíocht, fiú má tá deireadh leis an iompraíocht bhulaíochta.
- Pléifidh muid le hiompraíocht bhulaíochta faoi Chód Iompair Ghaelscoil Ultain nuair is cuí sin a dhéanamh,
- Rachaidh muid i dteagmháil le TUSLA má mheasann muid go bhfuil an iompraíocht bhulaíochta ina hábhar imní maidir le cosaint leanaí.
- Déanfaidh muid iomlán sonraí gach eachtra iompraíochta bhulaíochta a thaifeadadh agus beidh an dáta a rinneadh cinneadh go bhfuil deireadh tagtha leis an iompraíocht bhulaíochta san áireamh.

- Le deimhniú go bhfuil an cás iompraíocht bhulaíocht tagtha chun críoch, déanfaidh an múinteoir cuí na fachtóirí seo a leanas a mheas;
 - An bhfuil an iompraíocht bhulaíochta tagtha chun críoch
 - An bhfuil na fadhbanna idir na páirtithe socraithe chomh fada 's atá practiciúil.
 - An bhfuil an caidreamh idir na páirtithe feabhsaithe chomh fada 's atá practiciúil agus
 - An bhfuil aiseolas faighte ó na páirtithe a bhain an cas leo, a dtuismitheoirí nó an Príomhoide nó Leas-Phríomhoide.

Sa chás nach bhfuil tuismitheoir sásta leis an dóigh ar phlé an scoil leis an iompraíocht bhulaíochta de réir na treoirlínte leagtha síos sa pholasaí seo, cuirfear na tuismitheoirí, nuair is oiriúnach go na Nósanna Imeachta Athbhreithnithe Maidir le Gearáin ó Thuismitheoirí.

Bainfidh an scoil úsáid as na cuir chuige seo a leanas chun tacú leo siúd a dhéanfar bulaíocht orthu, iad siúd a bheidh mar fhinné agus iad siúd a léireoidh iompraíocht bhulaíochta.

- Beidh foireann na scoile cóir agus seasmhach sa chur chuige chun dul i ngleic le hiompraíocht bhulaíochta.
- Cuirfidh muid tacaíochtaí ar fáil don scoláire a bhfuil iompraíocht bhulaíochta á léiriú aige chun deacrachtaí gaolmhara a bhainistiú níos éifeachtaí agus chun a chinntiú go ndéanfar freastal ar a riachtanais.
- I gcásanna ina léiríonn scoláire imní faoi na tuismitheoirí a bheith á gcur ar an eolas, leagfaidh muid amach plan fóirstineach chun tacú leis an scoláire.

Maoirseacht:

Cuirfidh an príomhoide uasdátú ar iompraíocht bhulaíochta i láthair ag gach cruinniú den Bhord Bainistíochta. San áireamh san uasdátú seo beidh líon na n-eachtraí iompraíochta bulaíochta a tuairiscíodh ón gcruinniú deireanach, líon na n-eachtraí leanúnacha agus líon iomlán na n-eachtraí ó thús na scoilbhliana. Sa chás gur tharla eachtraí iompraíochta bulaíochta, cuirfidh an príomhoide uasdátú ó bhéal ar fáil don Bhord fosta. Níl eolas pearsanta ná aitheantais san uasdátú seo.

Tá an polasaí seo ar fáil do phobal na scoile ar shuíomh idirlín na scoile agus ina chóip chrua ach é a iarraidh. Tá leagan den pholasaí seo atá in oiriúint do scoláirí ar taispeáint sa scoil agus tá sé ar fáil freisin ar ár suíomh gréasáin agus ina chóip

chrua ach é a iarraidh.

Déanfar an polasaí seo agus a chur i bhfeidhm a athbhreithniú ar bhonn bliantúil nó a luaithe agus is indéanta tar éis athrú ábhartha a bheith ann in aon ábhar dá dtagraíonn an polasaí seo.

Sínte: B. Dwyer

Dáta: 2/10/25

(Cathaoirleach an Bhoird Bainistíochta)

Sínte: Eilis Uí Sheanáin

Dáta: 2/10/25

(Príomhoide)