



POLASÁI FRITH-BHULAÍOCHT ANTI-BULLYING POLICY

RÉAMHRÁ – INTRODUCTION

Aidhmíonn Gaelscoil Phortlaoise an caighdeán oideachais is fearr dá daltaí ar fad. Tá sé tabhachtach timpeallacht slán agus stuama a chur ar fail chun an aidhm seo a bhaint amach. Déanann bulaíocht an-damáiste ar chaighdeán an oideachais agus déanann se dochar siceolaíochta do pháistí. Mar sin tabharfar faoi bulaíocht go laidir agus go dearfach trí mhódhanna agus stráitéisí scoil-bhunaithe ina mbeidh gach ball foirne ar a cumas e a sháru gan stró. Déineadh an polasaí seo a athbhreithniú i nDeireadh Fómhair 2013 i líne leis na moltaí ón “*Action Plan on Bullying 2013*” (Treoirilinte na Roinne Oideachais, 2013). Bhí an polasaí athbhreithnithe arís ag an mBord Bainistíochta ar an 25ú Aibreán 2023.

Gaelscoil Phortlaoise aims to provide the highest possible standard of education for all its pupils. A stable, secure learning environment is an essential requirement to achieve this goal. Bullying behaviour, by its very nature, undermines and dilutes the quality of education and imposes psychological damage. As such, it is an issue that will be positively and firmly addressed through a range of school-based measures and strategies through which all members of the school community are enabled to act effectively in dealing with this behaviour. This policy was revised in October 2013 in line with the recommendations from the Action Plan on Bullying 2013 (Department of Education Guidelines 2013). The policy was reviewed again by the Board of Management of the school on April 25th 2023.

CÉN FÁTH AN BHFUIL TÁBHACHT LE POLASÁI FRITH-BHULAÍOCHTA – WHY IS AN ANTI-BULLYING POLICY NECESSARY?

Creideann an Ghaelscoil go bhfuil sé de cheart ag na paistí foghlaim i dtimpeallacht slán sábháilte gan a bheith faoi bhagairt an bhulaíochta. Tá baol bulaíochta i ngach institiúid, bíodh said beag nó mór. Má tá scoil smachtaithe agus eagraithe go maith is féidir teorann daingean a chur le bulaíocht. Tá polasaí soiléir ag an scoil faoi dea-shaoránacht a chur chun cinn ina múintear go soiléir gur ionann an bulaíocht agus iompar frith-shóisialta. *Gaelscoil Phortlaoise believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. All institutions, both large and small, contain potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The School also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour*

Ní ghlacfar le bulaíocht i nGaelscoil Phortlaoise /

Bullying will not be tolerated in Gaelscoil Phortlaoise

Aidhmeanna / Policy Aims

1. Etos scoile a chruthú a spreagann páistí a bheith oscailte agus gan a bheith eaglach roimh eachtraí bulaíochta a thabhairt le fios.

To create a school ethos which encourages children to disclose and discuss incidents of bullying behaviour.

2. Chun na páistí a thabhairt le fios gur ionann an bulaíocht agus droch-iompar nach mbeidh inglachtha le bainistíocht, múinteoirí, daltaí, tuismitheoirí agus caomhnóirí. / *To raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parent / guardians.*

3. Chun iarracht a dheimhniú go mbeidh monatóireacht agus féitheoireacht cuimsitheach ar gach gné d’imeachtaí scoile / *To endeavour to provide comprehensive supervision and monitoring measures through which all areas of school activity are kept under observation.*

4. Chun nósanna imeachta a fhorbairt a dhéanfaidh eachtraí bulaíochta a thuairisciú. *To develop procedures for noting and reporting incidents of bullying behaviour.*
5. Chun nósanna imeachta a fhorbairt a dhéanfaidh iniúchadh agus plé ar eachtraí bulaíochta. *To develop procedures for investigating and dealing with incidents of bullying behaviour.*
6. Measúnaíocht leanúnach ar éifeachtacht an pholasáí scoile frith-bhulaíochta/ *Ongoing evaluation of effectiveness of school policy on anti-bullying behaviour.*

Cad is Bulaíocht ann? – What is Bullying?

- Is iompar diúltach é bulaíocht atá spriocdirithe go leanúnach agus d’aon ghnó in aghaidh duine eile ina mbíonn deacracht aige nó aici iad féin a chosaint. Is é seo an sainmhíniú atá faomhaithe ag an Roinn Oideachais agus scil. *Bullying is an intentional, targeted and unwanted negative behaviour that is repeated against a person who has difficulty defending himself or herself. This is the definition of bullying that has been endorsed by the Department of Education and Skills.*
- Ní hionann eachtraí aonarach a d’iompar ionsaíochta, nach féidir a chosaint, dar ndóigh, agus bulaíocht. Ma leanann an iompar seo ar aghaidh, áfach, is bulaíocht é. *Isolated incidents of aggressive behaviour, i.e., taunting, slagging, name-calling, pushing, jostling, inappropriate text-message, etc., which should not be condoned, can scarcely be described as bullying. However, when the behaviour is systematic and ongoing, it is bullying.*

Cineálacha Bhulaíochta/ Types of Bullying

Is féidir cur síos a dhéanamh ar bhulaíocht faoi na fo-theidil seo a leanas: *Bullying includes the following types of anti-social behaviour. It can be:-*

a) FÍSICIÚIL / PHYSICAL –Buillí láimhe/doirne, ciceál, caitheamh seile,srl

A child can be physically punched, kicked, hit, spat at, etc. Behaviour that is often described as “horseplay”, “pretend” of “just a game” can lead to serious physical assaults.

b) Ó BHÉAL / VERBAL –

Leas-ainmneacha a ghlaoch. Is féidir é a threorú ar inscne, áit/Tír dhúchais, míchumas fisiciúil/soisialta, nó pearsantacht srl. *Verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical / social disability, or personality, etc.*

(C)Bulaíocht/Féiniúlacht-bhunaithe/ Identity-based bullying-refers the taunting and harassment of individuals relative to any of the nine grounds referred to in legislation, including homophobic bullying, transgender bullying, sexual harassment, bullying of children because of learning or physical disabilities, race, nationality or ethnicity or membership of the travelling community.

(D) EISIAMH / EXCLUSION

Is ionann bulaíocht agus páistí a fhagáil amach ó chluichí, ábhar phlé, nó gníomhaíochtaí ó dhaoine a chreideann go bhfuil siad cairdiúil leo/ *A child can be bullied simply by being excluded from discussions / activities, with those they believe to be their friends.*

(E) GOID DO NITHE PEARSANTA / EXTORTION –

Ag éileamh nithe pearsanta ó dhuine, m.sh airgead loin, seilbheanna pearsanta, lón srl/ *Demands for money, valuable possessions, lunch, property, etc.*

(F)Geaitsíocht drochbhéasach/Rude Gestures

Geaitsíocht nó sracfhéachaint á dhéanamh chun eagla agus scanradh a chur ar pháistí eile/ There are many different forms of non-verbal threatening gestures which can convey intimidatory and frightening messages i.e. the stare or look (a facial expression which conveys aggression and / or dislike), which accompanies bullying behaviour.

(G) Cíbear-Bhulaíocht/ Cyber-Bullying

Is leagan bhulaíochta é seo ina bhfuil ar pháistí/scoláirí cur suas le maslathie míusáideacha ar mheáin shoisialta idirghníomhacha,m.sh., suíomhanna phlé, seomraí cainte nó suíomhanna shoisialta líonraíochta eile. Is ionann eachtra amháin de chibearbhulaíocht agus bulaíocht. *Cyber-bullying is a form of bullying where children/pupils are subjected to taunting of an abusive nature on interactive social media including web-sites, discussion boards, chat rooms or other social networking sites. This form of bullying is becoming increasingly prevalent and its impact may have very serious consequences. Parents of primary school children have a huge role to play in preventing their children from unsupervised access to discussion boards, chat-rooms or social networking accounts. Once off incidents of cyber-bullying is still regarded as bullying*

(H) Culchaint Mailíseach nó bréaga a scaipeadh/ Spreading Malicious Gossip or lies

Scéalta nó ráflaí mailíseacha a scaipeadh faoi dhuine eile/ *The spreading of malicious lies or gossip about someone else.*

Céard is féidir a dhéanamh má dhéintear bhulaíocht ort/ What can you do if you are being bullied?

Is breá leis an mbulaí má fhannann tú ciúin!/ *Remember – that your silence is the bully's greatest weapon!*

- a) Abair leat féin nach bhfuil an bulaíocht seo tuillte agat agus go bhfuil se mícheart. *Tell yourself that you do not deserve to be bullied, and that is is WRONG!*
- b) Bí bródúil asat féin- Tá se go maith a bheith mar indibhidiúlaí. *Be proud of who you are – it is good to be individual.*
- c) Dean iarracht a bheith ar do shuaimhneas, más feidir, gan a thaispeáint go bhfuil tú trína chéile mar is breá le bulaí fáitíos a fheiceáil i bpáiste eile. *Try to remain composed if possible – this may be difficult, but a bully thrives on someone's fear.*
- d) Fan le grúpa cairde. Beidh tú slán sábhailte in uimhir mhór. *Stay with a group of friends / people - there is safety in numbers.*
- e) Bí misniúil-béic “Ní hea” agus siúl leat féin go féinmhuineach. Téigh díreach chuig an múinteoir nó ball foirne eile. *Be assertive – shout “No!” – walk confidently away. Go straight to a teacher or member of staff.*
- f) Go ginearálta is fearr an scéal a insint le duine atá muinín agat as laithreach. Tá sé tábhachtach a thuiscint nach ionann é seo agus a bheith mar ‘Tell-tale’. Ní féidir leis na múinteoirí cabhrú leat muna bhfuil a fhios acu cad atá cearr. Éisteadh na múinteoirí leat agus tabharfaidh said faoin bhfadhb seo go dáiríre. Cuirfidh said deireadh leis an mbulaíocht agus braithfidh tusa níos fearr ar fad faoi. *Generally it is best to tell an adult you trust straight away. It is important to understand that you are not being a “tell tale”. The múinteoirí cannot help if they do not know what is going on. You will get immediate support. The múinteoirí will take you seriously and will deal with bullies in a way that will end the bullying and will not make things worse for you.*
- (g) Inis do do thuismitheoirí/Tell your parents.
- (h) Coinnigh tuairisc ar gach rud agus inis faoi/Keep on reporting.

Stráitéisí/Strategies for Prevention

Mar scoláire/ As a pupil

Má tá aithne agat, mar dalta, atá bulaíocht á dhéanamh air/uirthi/ If you, as a pupil, know someone is being bullied:-

- a) Déan rud éigin faoi! Muna ndéanann tú ach féachaint air is cósuil go bhfuil tú ar aon thaobh ná an bulaí. Cuireann sé mí-shonas agus uaigneas ar an bpáiste atá faoi bhulaíocht. *TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.*
- b) Munar féidir leat dul isteach an fhadhb a shocrú tú féin abair foin scéal le duine fásta láithreach. Tá módhanna ag múinteoirí fadhbanna bulaíochta a sháru gan tusa a fháil i dtrioblóid. *If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.*
- c) Ná spreag iompar bhulaíochta / *Do not encourage bullying behaviour.*

Mar Thuismitheoir / As a parent:-

- a) Is féidir l’ aon pháiste a bheith faoi scáth an bhulaíochta gan aon locht a bheith orthu féin faoi. *Any child can be a victim of bullying through no fault of their own. Being in the wrong place at the wrong time can be sufficient.*
- b) Is é an éad atá mar chúis choitianta leis an mbulaíocht. *Jealousy or envy is a common cause of bullying.*
- c) Tá an-thionchar ag an bhfreagra atá ag paiste ar leas-ainmneacha, cur isteach ó bhéal nó cur isteach fisiciúil air/uirthi ar cé chomh fada is a théann bulaíocht. Spreag do pháiste a bheith ar a suaimhneas agus gan freagra thar fóir a thabhairt. An réiteach is fearr ná an fhadhb a insint do dhuine fásta láithreach. *The reaction to teasing, taunting, slagging, name-calling, pushing, jostling etc. is crucial in determining whether or not the behaviour develops into bullying. Encourage your child to remain composed and not to over-react. The best course of action is to tell somebody at an early stage – teacher, parent, friend.*
- d) Bí ag faire ar iompar neamhghnách i do pháiste. *Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.*
- e) Tóg ról gníomhach in oideachas do pháiste. *Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch-time was spent etc.*
- f) Má bhraitheann tú go bhfuil iompar an bhulaíochta ar siúl ar do pháiste cuir scéal chuig údarás na scoile láithreach. Fiosraigh é leis an múinteoir ranga. Tógfar go dáiríre do ghearán. *If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY by making an appointment to speak to the class teacher. Your complaint will be taken seriously and appropriate action will follow.*
- g) Spreag do pháiste a bheith muiníneach ina teanga choirp m.sh teagmháil súil adhéanamh, na guailli a bheith in airde agus guth láidir a úsáid nuair a thagann bulaí air/uirthi. Cuireann é seo leis ar an mbulaí ionsaí eile a dhéanamh. *Encourage your child to be assertive in his/her body language, i.e. make eye contact, keep shoulders up and project a strong voice when targeted by a child who bullies. This tends to discourage the bully from further attacks.*
- h) Tá sé tábhachtach do pháiste a mholadh gan troid thar nais in aghaidh an bhulaí.

- i) *It is important that you advise your child not to fight back. It does not address the reasons for bullying and could lead to a child being seriously hurt in further incidents.*
- j) Spreag do do pháiste grúpa cairde a bheith aige/aici i gcónaí. Cosnaíonn é seo leis/lei ó bhulaithe. *Having friends or obviously being part of a group is a good protection against being bullied. Encourage and help your child to take an active interest in his/her friends by inviting them home to play on a regular basis.*
- k) Inis do do mhac nó d'iníon nach bhfuil aon rud cearr leis/léi. Níl an locht air/uirti go bhfuil said faoi scáth an bhulaíochta. Tá an fhadhb leis an mbulaí. *Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied – the problem lies with the bully.*
- l) Ní ceart do thuismitheoirí teacht ar pháistí aonarachais leis an bhfadhb a réiteach. Téigh chuig ball foirne le d'thoil. *Parents should not approach individual children, please inform a staff member of the incident.*
- m) Má tharlaíonn eachtraí taobh amuigh d'am scoile, tabhair an t-eolas do thuismitheoir an pháiste atá an bulaíocht atá ar siúl aige/aici láithreach. *If incidents occur outside of school, inform the parents of the child who is bullying a.s.a.p.*
- n) Ná lig do do pháiste páirt a ghlacadh i seomraí cainte cibear nó suíomh líonraíochta shoisialta a bheith acu gan féitheoireacht rialta nó déan monatóireacht rialta ar ghuthán phóca do pháiste/ *Do not allow your child unsupervised access to social networking sites or chat-rooms and ensure regular monitoring of mobile phones that they may have.*

Mar Scoil / As a School:-

- a) Cruthófar atmaisféar dearfach le timpeallacht slán sábháilte do gach dalta/A positive, caring atmosphere, promoting a safe and secure environment for all pupils, will be promoted throughout the school.
- b) Is scoil í Gaelscoil Phortlaoise a thacaíonn “Cleachtas Aisiríoch” agus déanfaidh an fhoireann iarracht treoirilinte a leanúint a chuireann le gaolta atá láidir agus sláintiúil agus trí choimhlíntí a láimhseáil i réiteach atá cruthaitheach agus dearfach. Déanfaidh an scoil iarracht fadhbanna le teannas idir páistí a réiteach agus páirtithe atá bainteach le heachtraí bhulaíochta a thógáil le chéile i gcóir athmhuintearais. *Gaelscoil Phortlaoise is now a “Restorative Practice Friendly School” and staff will endeavour to follow guidelines that promote and develop strong and happy relationships and by handling conflict and wrongdoing in a creative and healthy manner. The school will endeavour to resolve issues/ tensions between pupils and if possible restore relationships between the parties involved in incidents of bullying.*
- c) Tabharfar sainmhíniú soléir ar cad is brí le bulaíocht agus spreagfar iad gach eachtra bulaíochta a thabhairt le fios dúinn díreach nuair a tharlaíonn siad. *Children will be given a clear definition of what bullying is and encouraged to report incidents immediately if they occur.*
- d) Déanfar fás is forbairt ar fhéinmhuinín an Pháiste trí stráitéisí éagsúla; a ar nós ‘am chiorcail’ agus ábhair curaclamacha ar nós O.S.P.S/Children’s Self-Esteem will be fostered and developed through the use of strategies such as “Circle Time” and curricular areas such as Social Personal Health Education (SPHE).
- e) Úsáidfear cláracha éagsúla ar nós Bí Sábhailte (Stay Safe) Misneach (Walk Tall), I nGrá Dé (Grow in Love), Sticks and Stones agus cláracha oiriúnacha eile./ *Programmes such as Bí Sábhailte (Stay Safe). Misneach (Walk Tall), Beo go Deo, Sticks and Stones and other suitable anti-bullying programmes will be used throughout the child’s primary education.*
- f) Seachtain Frith-Bhulaíochta nó “Cairdeas” a bheith againn uair sa bhliain. *Whole school anti-bullying and self-esteem or “Friendship week/month” will be held once a year.*
- g) Déanfaidh an scoil iarracht cúrsaí nó ceardlann a chur ar fáil do na ranganna sinsearachais luath sa bhliain le tuilleadh eolais a spreagadh fén ábhar seo agus le fóram a thabhairt do na leanaí a gcuid tuaraimí agus mothúcháin a chur i bhfeidhm./ *The school will endeavour to provide workshops or courses for the senior classes to promote awareness around this topic as well as give them a forum to express their own thoughts and feelings.*

(h) Molanna ár bPlosaithe Usáide Inghlactha agus Cianfhoghlama treoirilinte maidir le ceisteanna sábháilteachta idirlíona a shárú do scoláirí, m.sh, feitheoireacht ar scoláirí ar líne agus protacáil níos déine maidir le húsáid na hidirlíona ar scoil agus i rith ceachtanna beo ar líne/ *Both our Acceptable Use and Remote Learning policies set out key points in addressing internet safety issues for students, including cyberbullying, such as increased supervision of pupils online and enforcing strict protocols around the use of internet in school and during online classes.*

Gníomh le tógaint má tá amhras i leith bulaíochta / How incidents of Bullying will be dealt with

When Bullying Occurs

I gcásanna bulaíochta bíonn sé áisiúil do gach páirtí idir páistí, foireann scoile agus tuismitheoirí a fhios a bheith acu faoin dtreoirilinte ón bpolasaí scoile. Ní ghlacann an scoil leis an mbulaíocht beag na mór agus ma tharlaíonn sé tabharfar faoi sa bhealach seo a leanas/

In cases where bullying occurs it is useful for all parties, children, school staff and parents to know what course of action to follow.

The school has a “zero tolerance” policy towards bullying and if it occurs it will be dealt with in the following manner.

Mar Scoil / That the School will do:

Cúntas a Choiméad / Tuairisc a thabhairt / Recording / Reporting:

- Déanfar iniúchadh ar eachtraí bulaíochta agus rachaidh na múinteoirí i ngleic leo./ *All incidents of bullying will be investigated and dealt with by the class teachers.*
- Más cás dáiríre é tabharfar é le fios don phríomhoide/ leas-phríomhoide. *Serious cases of bullying behaviour are referred immediately to the deputy principal / principal.*
- An té a dhéanann an cás a fhiosrú, déanfaidh siad fíricí an fhiosrúcháin a bhaint amach/ *The individual responsible for investigating the allegations, will determine the facts of the investigation.*
- Tabharfar le fios do thuismitheoirí atá iompar bulaíochta a chur i leith a bpáistí láithreach. *Parents of victims and of children who are accused of bullying will be informed of incidents earlier rather than later.*
- Labhrófar leis na páistí cuí (An bulaí agus an páiste eile) go haonarach ag an múinteoir/ príomhoide ma tá sé cruthaithe go bhfuil iompar bulaíochta rialta ar siúl *Children who are bullying and victims will be spoken to individually by the relevant school personnel once a pattern of suspected bullying behaviour has been established.*
- Mineófar go soiléir do pháistí nuair a thuairiscíonn said eachtraí nach bhfuil siad ag insint finn-scéalta ach go bhfuil iompar stuama agus aibí ar siúl acu. *It will be made clear to children that when they report incidents that they are not telling tales but are acting in a responsible manner. It is important to counteract a culture of secrecy where “telling” is equated with “informing”.*

A mhúinteoirí, i gcás go dtagann tuismitheoir chugat ag ra go bhfuil bulaíocht ar siúl ar a p(h)áiste

- Abair é leis an bpríomhoide/ *Inform the principal*
- Minigh don tuismitheoir faoin bpolasaí frith-bhulaíochta agus go bhfuil treoir-linte ann go gcaitheann an scoil a leanúint Fiosraigh an scéal leis an dtuismitheoir agus lorg cúntas scríofa ar eachtraí, amanta, dátaí srl / *Parents making the allegation are made aware of the school’s anti-bullying policy and the steps involved when following up a complaint. The parents are asked to provide a written account of incidents of bullying, i.e, dates, times, places.*
- Labhair go soiléir leis na tuistí sin agus tabhair cúntas dóibh ar na heachtraí atá á chur i leith ar an bpáiste. Iarr orthu an cás a phlé leis an bpáiste/ *Speak to the parents against whose child the allegations have been made. Ask them to discuss the allegations with their child.*
- Caithfear tréimhse ama ag déanamh breathnóireachta ar an scéal sa seomra ranga agus ar an gclós. Tabharfar an scéal le fios do na múinteoirí foirne/ *Immediate observation takes place where any interaction between the alleged perpetrator and victims are monitored closely by the class teacher and other members of staff in the classroom or on the yard.*
- Fiosraigh an scéal leis na páirtithe cuí / *All parties involved will be questioned by the classroom teacher or principal, i.e., alleged victim and perpetrators.*
- Fiafrófar díbh a taobh den scéal a mhíniú nó a gcuid iompair féin a mhíniú. Na tóg taobhanna agus ná cuir an mhilleán ar aon pháiste./ *They will be asked as to explain their grievances or the nature their behaviour, whatever the case may be. No sides will be taken or blame apportioned.*
- Más gá beirt pháiste a scarúint óna chéile dean é go discrídeach m.sh bog níos mó ná páiste amháin sa seomra/ *Children will be separated from one another in class if required. Discretion will be used at all times.*
- Pléigh cúrsaí bulaíochta leis an rang go ginearálta/ *The subject of bullying will be discussed in general with the class in question.*
- Múin ceacht don rang ata bunaithe ar mhódhanna chun bulaíocht a sheachaint agus rannpháirtíocht a spreagadh i measc páistí sa rang m.sh ról-ghlachadh, scéalta nó drámaíocht. I bhformhór de chásanna ní thuigeann an páiste go bhfuil bulaíocht ar siúl aige/aici ar pháistí eile/ *Children will be asked to participate in role-play, stories or drama that centre on the theme of bullying. In the majority of cases the perpetrator does not understand that their behaviour constitutes bullying.*
- Buail leis na tuistí a rinne an gearán leat i ndiaidh trimhse gairid le fáil amach amach an bhfuil feabhas ar an scéal agus torthaí do bhreathnóireacht a thabhairt dóibh/ *The parents making the allegation will be invited to meet with the teacher/principal after a short while to see if the situation has improved.*
- Má mheasann siad nach bhfuil feabhas ar an scéal déanann an múinteoir/ príomhoide teagmháil le tuismitheoir an pháiste a cuirtear ina leith go bhfuil bulaíocht ar siúl aige/aici. *If the situation has not improved or has escalated the parents of the alleged perpetrator will be contacted and asked to meet with the school principal.*
- Seans go mbeidh feabhas ar an scéal ag an bpointe seo agus mura mbeidh, cuirfear smachtbhannai i bhfeidhm de réir an Chóid Iompair./ *The situation may improve at this point, if not sanctions will be imposed as per the School Code of Behaviour.*

- In cases where the relevant teacher considers that the bullying behaviour has not been adequately and appropriately addressed within 20 school days after he/she has determined that bullying behaviour has occurred, it must be recorded by the relevant teacher in the recording template attached to this policy.
- Déanfar liomhaintí bhulaíochta ar bith agus fiosrúcháin ina dhiaidh a lua ag cruinnithe boird de réir i líne leis na moltaí ón “Action Plan on Bullying 2013” (Treoirilinte na Roinne Oideachais, 2013) agus chuirfear achoimre de heachtraí bhulaíochta atá chomh tromchúiseach go ndéanfaí iad a mholadh do Thúsla, fé bhráid an Bhoird Bainistíochta / All allegations of bullying and subsequent investigations will be referred to individually at Board of Management meetings according to the Action Plan on Bullying 2013 (Department of Education Guidelines 2013) and a summary of incidents of bullying, implications of which require an immediate referral to Túsla, will be reported in the Board of Management Oversight Report.

Má tá do pháiste ag imirt cos ar bholg ar pháiste eile / If your child is bullying others:

- Ma ta amhras orainn go bhfuil iompar bulaíochta ar siúl ag do pháiste tabharfaidh an scoil le fios duit é.
If your child is accused of bullying, you will be informed by the school.
- Labhair le do pháiste. B’fheidir nach dtuigeann sé nó sí an dochar ata ar siúl aige/aici. *Talk to your child, s/he may be unaware of the effect of his/her behaviour and it may be easily rectified.*
- Lig do do pháiste an scéal a léamh ó mheon/ dearcadh an paiste atá faoin mbulaíocht seo. *Help your child to see the situation from the victim’s point of view.*
- Tacaigh do pháiste le cúnamh a ofráil di/dó ar nós comairleoireacht. / *Support your child by offering help such as counselling.*
- Mínigh an polasaí frith-bhulaíochta dó/di agus na smachtbheannaigh a theann leis. *Explain the anti-bullying policy and the sanctions to be imposed.*
- Má tá bulaíocht ar siúl ag do pháiste iarrfar ort teacht chun na scoile.
Is ionnann an bhulaíocht agus droch-iompar an-dáiríre agus d’fheadfaimís do pháiste a chur ar fionnraí. If your child is bullying others, you will be asked to visit the school. Bullying is regarded as very serious misbehaviour and children may be suspended.

Céimeanna Smachtúla / Sanctions:

- Inseofar do phaistí deireadh a chur leis an iompar bulaíochta láithreach agus tabharfar an fhadhb le fios ag na tuismitheoirí. *Children who are bullying will be told to stop the bullying behaviour and their parents will be informed.*
- Déanfar monatóireacht ar an droch-iompar seo. Munar stopann sé laithreach caithfear leis go dáiríre agus cuirfear smachtbheannaí i bhfeidhm, fionraíocht san áireamh. *Their behaviour will be monitored. If bullying behaviour does not stop immediately, it will be treated as Very Serious Misbehaviour as per the Cód Smachta/ School Code of Behaviour and sanctions may be imposed up to and including suspension.*
- Ma leanann an droch-iompar ar aghaidh iarrfar ar na paistí agus a dtuismitheoirí teacht os comhair an Bhoird Bainistíochta. *If they will not end such behaviour they will be requested to appear before the BOM of Gaelscoil Phortlaoise with their parent(s) / guardians.*

Treoirilinte um Chosaint Sonraí 2018/ Data Protection Guidelines

In the interests of confidentiality and our revised General Data Protection Regulations 2018, school management will only discuss sanctions or the nature of said sanctions with those found to be in breach of the code of behaviour and their parents or guardians.

- Déineadh an Cód-Frith-bhulaíochta seo a chur le chéile ag an bhfoireann scoile i gcomhairle leis an mBord Bainistíochta, na Tuismitheoirí agus leis na daltaí. Déanfar é a athbhreithniú go minic ag cruinnithe foirne agus cruinnithe an Bhoird Bainistíochta. Ta fáilte roimh moltaí na tuismitheoirí aon uair. Déanfar aon athraithe a thabhairt le fios ag na tuismitheoirí. *This Anti-Bullying Code is drawn up by the staff in consultation with Board of Management, parents and pupils. It will be reviewed regularly at staff & Board meetings. Parents are also welcome to make suggestions at any time. Any necessary changes will be made. All changes in the Code will be notified to parents.*

Déineadh an polasaí seo a athbhreithniú ar an 26ú Aibreán 2023 i líne leis an Ráiteas Cúmhach Linbh agus treoirilinte GDPR athbhreithnithe 2018.

This policy was revised on April 26th 2023 in line with our Child Safeguarding Plan, Risk Assessment 2018 and revised GDPR guidelines 2018. In January 2021 the school introduced revised Acceptable Use of Internet Remote Learning Policies. Both policies set out key points in addressing internet safety issues for students, including cyberbullying.

Déineadh an polasaí a athbhreithniú ag cruinniú Boird ag an 26ú Aibreán 2023/ This policy was reviewed at a BOM meeting on April 23rd 2023

Sínithe ag _____

Dáta _____

Appendix 3 Template for recording bullying behaviour

1. Name of pupil being bullied and class group

Name _____ Class _____

2. Name(s) and class(es) of pupil(s) engaged in bullying behaviour

3. Source of bullying concern/report (tick relevant box(es))*

Pupil concerned	<input type="checkbox"/>
Other Pupil	<input type="checkbox"/>
Parent	<input type="checkbox"/>
Teacher	<input type="checkbox"/>
Other	<input type="checkbox"/>

4. Location of incidents (tick relevant box(es))*

Playground	<input type="checkbox"/>
Classroom	<input type="checkbox"/>
Corridor	<input type="checkbox"/>
Toilets	<input type="checkbox"/>
School Bus	<input type="checkbox"/>
Other	<input type="checkbox"/>

5. Name of person(s) who reported the bullying concern

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6. Type of Bullying Behaviour (tick relevant box(es)) *

Physical Aggression	<input type="checkbox"/>	Cyber-bullying	<input type="checkbox"/>
Damage to Property	<input type="checkbox"/>	Intimidation	<input type="checkbox"/>
Isolation/Exclusion	<input type="checkbox"/>	Malicious Gossip	<input type="checkbox"/>
Name Calling	<input type="checkbox"/>	Other (specify)	<input type="checkbox"/>

7. Where behaviour is regarded as identity-based bullying, indicate the relevant category:

Homophobic	Disability/SEN related	Racist	Membership of Traveller community	Other (specify)

8. Brief Description of bullying behaviour and its impact

9. Details of actions taken

Signed _____ (Relevant Teacher) Date _____

Date submitted to Principal/Deputy Principal _____

*** Note:** The categories listed in the tables 3, 4 & 6 are suggested and schools may add to or amend these to suit their own circumstances.