



School Bí Cineálta Policy to Prevent and Address Bullying Behaviour

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The Board of Management of St. Eunan's N.S 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 Bi 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:	14th February 2025 18th March 2025	Meeting (½ day closure) Staff questionnaires Croke Park Meeting
Students:	12th February 2025	Talk with classes Student questionnaires
Parents:	13th February 2025	Parent questionnaires Discussions with PA
Board of Management:	10th June 2025	Discussion at BOM meeting BOM training
Wider School Community Eg. Naomh Bríd GAA, bus driver	30th May 2025	Draft policy sent to named parties and feedback requested. Discussions.
Date Policy was approved: 10th June 2025		
Date Policy was last reviewed: n/a		

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by St. Eunan's N.S.

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):

St. Eunan's N.S will encourage and promote the following:

Culture and Environment:

- create a positive, welcoming and inclusive school culture.
- model positive relationships throughout the school community.
- leadership will influence and support all parties.
- demonstrate respect, empathy and understanding.
- establish a 'telling environment', so that all students feel comfortable in discussing / reporting bullying behaviour.
- ensure all students are encouraged to inform a 'trusted adult' of any bullying behaviours.
- create safe physical spaces in our school.
- provide appropriate supervision to help prevent and address bullying behaviours.
- use of buddy bench / buddy stop in the playground areas.

Curriculum (Teaching & Learning):

- teaching and learning of SPHE curriculum.
- teaching and learning of RSE curriculum.
- use of circle time or circle check ins within each classroom.
- promotion of participation / contribution of students.
- utilising SPHE methodologies.
- promotion of inclusion and diversity.
- extra curricular activities / programmes eg. sports, drama etc.
- group work activities (to create co-operation, collaboration and teamwork).
- enrolment to the Amber Flag initiative.
- school self evaluation - Wellbeing.
- education in human values programme.

Policy & Planning:

- collaboration of all stakeholders.
- regular opportunities for discussions / reflection at Croke Park meetings.
- creation/adoption/reviewing of 'Bí Cineálta' policy.
- creation/adoption of Student-friendly Bí Cineálta policy.
- enforcement of our Code of Behaviour.
- use of our Child Safeguarding policy.
- enforcement of our Internet Acceptable Use policy.
- enforcement of our SEN policy.
- use of our RSE policy.
- continuation of our School Self Evaluation process in relation to Wellbeing.
- attending CPD / TPL.
- communication of policies with the whole school community.

Relationships & Partnerships:

- establishing strong interpersonal connections.
- creating an open door policy for parents.
- active board of management.
- supporting activities that build empathy, respect and resilience.
- promotion of bullying awareness initiatives eg. Internet Safety Day etc.
- encouraging student and parent participation.
- promotion of critical thinking.
- well-being committee / activities.
- collaboration with our parents association.
- establishing expectations and promoting peer support.
- collaboration with our student council.
- inviting outside visitors eg. grandparents on grandparents day etc.
- involvement in community initiatives.

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):

- Code of Behaviour
- Child Safeguarding
- Health & Safety
- SEN
- SPHE & RSE

Section C: Addressing Bullying Behaviour

The teachers with responsibility for addressing bullying behaviour is (are) as follows:

Each class teacher is responsible for their own class groupings.

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

1. Identify if bullying behaviour has occurred:

- The teacher(s) will investigate using the methodologies named above.
- Whether individual or group and if age appropriate, ask the student(s) involved to record the events in writing, assess the written account(s) and meet with each party individually. Start recording as per the school's recording template.
- If a group is involved, each student should be met individually at first, thereafter students should be met as a group.
- At the group meeting, each student should be asked for their account of events, to ensure everyone is clear of other views. Each student should be supported as required, following the group meeting.
- Teachers will refer to the 'Is it bullying?' Oide support guide (see appendix 1) to determine if it is bullying.
- If the behaviour IS NOT bullying, it will be dealt with in line with our Code of Behaviour.

- Non-teaching staff such as secretary, SNAs, caretakers and cleaners are encouraged to report any incidences of suspected bullying behaviour witnessed by them or mentioned to them, to the Class Teacher.
- If the behaviour IS bullying, proceed to step 2.

2. Record & address:

- Continue recording as per the school's recording template.
- Inform parent(s) of parties involved at an early stage.
- Complete agreed actions, monitor and evaluate. Ensure student(s) wishes are heard at this stage, but students must be informed that appropriate steps must be adhered to in relation to this policy.

3. Review:

- No more than 20 school days after initial engagement, review with student(s) and parent(s).

4. Determine if the bullying behaviour has ceased:

- If bullying has ceased, continue to monitor.
- If bullying has not ceased, review strategies, seek external support, if appropriate, and review within an appropriate agreed time frame.

5. Bullying Behaviour Update:

- The principal must include all bullying behaviour in their update to the board.
- The principal provides a copy of the completed 'Guide to providing Bullying Behaviour Update' at each meeting and it is recorded appropriately in the minutes of the meeting.
- Review of policy (if required).

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):

Supporting Bullied pupils:

- Ending the bullying behaviour.
- Fostering respect for bullied pupils and all pupils.
- Fostering greater empathy towards and support for bullied pupils.
- Indicating clearly that the bullying is not the fault of the targeted pupil through annual awareness-raising programmes.
- Indicating clearly that the bullying is not the fault of the targeted pupil through the speedy identification of those responsible and speedy resolution of bullying situations.
- Helping bullied pupils raise their self-esteem by encouraging them to become involved in activities that help develop friendships and social skills (e.g. participation in group work in class and in extra-curricular group or team activities during or after school).

Supporting Bullying pupils:

- Making it clear that bullying pupils who reform are not blamed or punished and get a 'clean sheet'.
- Making it clear that bullying pupils who reform are doing the right and honorable thing and giving them praise for this.
- Making adequate counseling facilities available to help those who need it learn other ways of meeting their needs besides violating the rights of others.
- Helping those who need to raise their self-esteem by encouraging them to become involved in activities that develop friendships and social skills (e.g. participation in group work in class and in extra-curricular group or team activities during or after school).
- Using learning strategies throughout the school and the curriculum to help enhance pupils' feelings of self-worth.
- In dealing with negative behavior in general, encouraging teachers and parents to focus on, challenge and correct the behaviour while supporting the child.
- In dealing with bullying behaviour, seeking resolution and offering a fresh start with a 'clean sheet' and no blame in return for keeping a promise to reform.

Additional supports available to help prevent and address bullying behaviours:

NEPs

Oide

Webwise

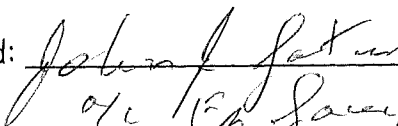
All bullying behaviour will be recorded as per the school's recording template (see appendix 2). This will include the type of behaviour, where and when it took place, and the date of the engagement with students and parents. The actions and supports agreed to address bullying behaviour will be documented. 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

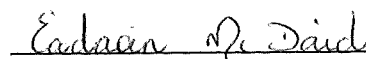
The principal will present an update on bullying behaviour at each board of management meeting. This update will include the number of incidents of bullying behaviour that have been reported since the last meeting, the number of ongoing incidents and the total number of incidents since the beginning 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: 
John J. Fallon
(Chairperson of board of management)

Date: 10/0/25

Signed: 

Date: 10/06/25

(Principal)