

## **Edmund Rice Secondary School, Carrick -on-Suir**

### **Bí Cineálta Policy September 2025-2026**

**School Name:** Edmund Rice Secondary School, Carrick on Suir.

**School Address:** Mount St. Nicholas, Carrick on Suir, Co. Tipperary.

**School Details:** ERSS Carrick on Suir is a Voluntary Roman Catholic Secondary School under the trusteeship and the patronage of the Edmund Rice Schools Trust. The school is grant aided by the Department of Education & Skills and is a single sex (boys) school.

**School Management:** The Board of Management of ERSS Carrick on Suir is a statutory Board appointed pursuant to the provisions of the Education Act 1998.

#### **Mission Statement:**

Inspired by its founder, ERSS Carrick on Suir aims to:

*"To provide a caring Christian community which celebrates effort and talent in an environment of hope and happiness"*

#### **Ethos:**

As an Edmund Rice School ERSS Carrick on Suir seeks to promote the five key elements of an Edmund Rice School as espoused by the ERST Charter:

- Nurturing faith, Christian spirituality and Gospel-based values
- Promoting partnership in the school community
- Excelling in teaching and learning
- Creating a caring school community
- Inspiring transformational leadership

**Please Note:**

Personal data collected about prospective students/students and their parents/guardians will be retained and used strictly in accordance with the provisions of GDPR legislation as introduced 25<sup>th</sup>. May 2018. Further details on data protection are set out in the school's Data Protection Policy.

This policy aligns with our core values of excellence in education, care, community, equality and respect.

In accordance with the requirements of the Education Welfare Act 2000 and *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post Primary Schools*, the Board of Management of the Edmund Rice Secondary School has adopted the following policy to prevent and address bullying behaviour in conjunction with and within the framework of the school's overall Code of 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.

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.

**Link to Mission Statement & Key Principles of Best Practice:**

The Board of Management recognises the very serious nature of bullying and the negative impact that it can have on the lives of students and is therefore fully committed to ensuring that policy and practice in the school is guided by the four key principles of Cineáltas:

1. Prevention
2. Support
3. Oversight
4. and Community

The Board of Management of the Edmund Rice Secondary School 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 of the Edmund Rice Secondary School 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.

The core definition above sets out clear criteria to help school communities to prevent, correctly identify and address bullying among students. Alleged incidents of bullying are however often complex and must be considered on a case-by-case basis.

The core elements of the definition are further described below:

#### **Targeted Behaviour:**

Bullying is deliberate, unwanted behaviour that causes harm to others, and where the student displaying bullying behaviour knows that their behaviour is or will be perceived as harmful by the child or young person experiencing the behaviour. Bullying is not accidental or reckless behaviour. The harm can be physical (for example, personal injury, damage to or loss of property), social (for example, withdrawal, loneliness, exclusion) and/or emotional (for example, low self-esteem, depression, anxiety) and can have a serious and long-term negative impact on the student experiencing the bullying behaviour. If the repeated harm is real for the student experiencing the behaviour but unintended by the other student, this is not bullying but, importantly, must still be addressed under the school's code of behaviour.

#### **Repeated Behaviour:**

Bullying takes the form of a systematic pattern of behaviour which is repeated over time. Single offline incidents of intentional negative behaviour involving an imbalance of power are not considered bullying but

must still be addressed under the school's code of behaviour. Posting a single harmful message/image/video online, and which is highly likely to be reposted or shared with others can therefore be seen as bullying behaviour.

### **Imbalance of Power:**

In incidents of bullying, the student experiencing the bullying behaviour finds it hard to defend themselves as a result of the abuse of a real or perceived imbalance of power. This imbalance of power may manifest itself through differences in size, strength, age, ability, peer group power, economic status, social status, religion, race, ethnic origin including membership of the Traveller and/or Roma communities, sexual orientation, family circumstances, gender, gender identity, gender expression, experience of the care system, disability or the receipt of special education. In incidents of online (or cyber) bullying, the imbalance of power may relate to online anonymity, technical proficiency and possession of information/images/video, and the inability of the targeted student to remove offensive online material or escape the bullying.

### **Behaviour that is not bullying:**

A one-off instance of negative behaviour towards another student is not bullying behaviour.

However, a single hurtful message posted on social media can be considered bullying behaviour as it may be visible to a wide audience and has a high likelihood of being shared multiple times and so becomes a repeated behaviour.

Disagreement between students, or instances where students don't want to be friends or to remain friends, is not considered bullying behaviour unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others including deliberate manipulation of friendship groups.

Some students with special educational needs may have social communication difficulties which may make them communicate their needs through behaviours that can hurt themselves or others. It is important to note that



these behaviours are not deliberate or planned but, in certain situations, they are an automatic response which they can't control.

Bullying is not accidental or reckless behaviour. If the repeated harm is real for the student experiencing the behaviour but unintended by the other student, this is not bullying.

These behaviours, while not defined as bullying, can be distressing.

Strategies to deal with inappropriate behaviour are provided for within the school's Code of Behaviour.

### **Criminal Behaviour:**

Bullying behaviour can be considered criminal behaviour under certain circumstances and legal consequences can apply. The age of criminal responsibility in Ireland is 12 years.

Some online behaviour may be illegal, and students need to be aware of the far-reaching consequences of posting inappropriate or harmful content online. In cases of intimate imagery, the Harassment, Harmful Communications and Related Offences Act 2020, also known as Coco's Law, **criminalises the non-consensual sharing of intimate images and also criminalises threatening to share these images.**

If bullying behaviour ***involves physical violence or threats of violence***, it may be considered ***assault***.

If bullying behaviour involves ***discrimination or hate speech*** targeting a student based on their race, religion, nationality, ethnicity, sexual orientation or membership of the Traveller community, it may be ***considered a hate crime*** under the Prohibition of Incitement to Hatred Act 1989 11, and those engaging in such behaviour may face criminal charges.

If bullying behaviour ***involves sexual harassment or sexual assault***, this may also be ***considered criminal behaviour***.

***An Garda Síochána is the appropriate authority to investigate alleged criminal behaviour.***

**Types of Bullying behaviour deemed to be inappropriate:**  
**(this list is not exhaustive)**

<b>General behaviours which apply to all:</b>	<ul style="list-style-type: none"><li>• Harassment based on any of the nine grounds in the equality legislation e.g., sexual harassment, homophobic bullying, racist bullying etc.</li><li>• Physical aggression</li><li>• Damage to property</li><li>• Persistent name calling</li><li>• Persistent slagging</li><li>• The production, display or circulation of written words, pictures or other materials aimed at intimidating another person</li><li>• Offensive graffiti</li><li>• Extortion</li><li>• Intimidation</li><li>• Insulting or offensive gestures</li><li>• Invasion of personal space</li><li>• A combination of any of the types listed.</li><li>• Continual exclusion, deliberately marginalising an individual</li><li>• No innocent bystander</li></ul>
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Cyber	<ul style="list-style-type: none"> <li>• <b>Denigration:</b> Spreading rumours, lies or gossip to hurt a person's reputation</li> <li>• <b>Harassment:</b> Continually sending vicious, mean or disturbing messages to an individual</li> <li>• <b>Impersonation:</b> Posting offensive or aggressive messages under another person's name</li> <li>• <b>Flaming:</b> Using inflammatory or vulgar words to provoke an online fight</li> <li>• <b>Trickery:</b> Fooling someone into sharing personal information which you then post online</li> <li>• <b>Outing:</b> Posting or sharing confidential or compromising information or images</li> <li>• <b>Exclusion:</b> Purposefully excluding someone from an online group</li> <li>• <b>Cyber stalking:</b> Ongoing harassment and denigration that causes a person considerable fear for his/her safety</li> <li>• Silent telephone/mobile phone call</li> <li>• Abusive telephone/mobile phone calls</li> <li>• Abusive text messages</li> <li>• Abusive email</li> <li>• Abusive communication on social networks e.g., Facebook/Instagram/Tik Tok/Be Real/Twitter/You Tube etc. or on games consoles</li> <li>• Abusive website comments/Blogs/Pictures</li> <li>• Abusive posts on any form of communication technology</li> </ul>
Identity Based Behaviours	<p><b>Including any of the nine discriminatory grounds mentioned in Equality Legislation</b> (gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community).</p>



<b>Homophobic and Transgender</b>	<ul style="list-style-type: none"> <li>• Spreading rumours about a person's sexual orientation</li> <li>• Taunting a person of a different sexual orientation</li> <li>• Name calling e.g., gay, queer, lesbian used in a derogatory manner</li> <li>• Physical intimidation or attacks</li> <li>• Threats</li> </ul>
<b>Race, nationality, ethnic background and membership of the Traveller community</b>	<ul style="list-style-type: none"> <li>• Discrimination, prejudice, comments or insults about colour, nationality, culture, social class, religious beliefs, ethnic or traveller background</li> <li>• Exclusion based on any of the above</li> </ul>
<b>Relational</b>	<p>This involves manipulating relationships as a means of bullying. Behaviours include:</p> <ul style="list-style-type: none"> <li>• Malicious gossip</li> <li>• Isolation &amp; exclusion</li> <li>• Ignoring</li> <li>• Excluding from the group</li> <li>• Taking someone's friends away</li> <li>• "Bitching"</li> <li>• Spreading rumours</li> <li>• Breaking confidence</li> <li>• Talking loud enough so that the victim can hear</li> <li>• Use of terminology such as "nerd" in a derogatory way</li> </ul>
<b>Sexual</b>	<ul style="list-style-type: none"> <li>• Unwelcome or inappropriate sexual comments or touching</li> <li>• Harassment</li> </ul>

<b>Additional Needs, Disability – Learning Difficulties and Gifted</b>	<ul style="list-style-type: none"> <li>• Name calling</li> <li>• Taunting others because of their disability or learning needs</li> <li>• Taking advantage of some pupils’ vulnerabilities and limited capacity to recognise and defend themselves against bullying</li> <li>• Taking advantage of some pupils’ vulnerabilities and limited capacity to understand social situations and social cues.</li> <li>• Mimicking a person’s disability</li> <li>• Setting others up for ridicule</li> </ul>
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### **This Policy Applies:**

- In class, between classes and while on the school premises
- While in school uniform including school tracksuit
- On the way to and from school
- On school-based activity, school tours etc.
- To anything done in the school’s name
- To any behaviour that adversely affects the school reputation or the education of any student in the school

### **Rights and Responsibilities of Each Member of the School Community**

Right	Responsibility
<ul style="list-style-type: none"> <li>• I have the right to be safe in school</li> </ul>	<ul style="list-style-type: none"> <li>• I have a responsibility to make our school a safe and secure place for others</li> </ul>

### **Rights and responsibilities of students and staff:**

I have a right to be:	I have the responsibility to ensure that:
<ul style="list-style-type: none"><li>• Treated with respect</li><li>• Physically safe and to expect my property to be safe at school</li><li>• Free from all forms of bullying</li><li>• Able to learn &amp; teach without disruption</li></ul>	<ul style="list-style-type: none"><li>• Others are treated with respect</li><li>• Others are physically safe and the property of others is safe</li><li>• Others are free from all forms of bullying</li><li>• Others/students are able to learn without disruption</li><li>• Bullying behaviour is acted upon as appropriate</li></ul>

### **Rights and Responsibilities of parents/guardians/carers**

I have a right to:	I have the responsibility to ensure that:
<ul style="list-style-type: none"><li>• Expect that my child is safe in school and can learn without disruption</li></ul>	<ul style="list-style-type: none"><li>• I report bullying behaviour to the school</li><li>• Co-operate fully with the implementation of school policy</li></ul>

### **Responsibilities of bystanders/witnesses:**

I should:	I should not:
<ul style="list-style-type: none"><li>• Say 'no' or 'stop' when you see or hear someone behaving unfairly - be assertive but not aggressive</li><li>• Seek help immediately from an adult, if the situation is dangerous.</li><li>• Tell when you know a student is being bullied.</li></ul>	<ul style="list-style-type: none"><li>• Join in bullying behaviour for example, laughing at, sneering, 'slagging' or fighting etc.</li><li>• Cheer on somebody who is bullying.</li><li>• Stay in a dangerous situation, e.g. a fight.</li><li>• Bully the 'bully'.</li></ul>



## 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	<ul style="list-style-type: none"> <li>• 28<sup>th</sup> March 2025</li> <li>• 23<sup>rd</sup> May 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Bí Cineálta Staff Workshop</li> <li>• Staff Meeting</li> </ul>
Students	<ul style="list-style-type: none"> <li>• 31<sup>st</sup> March 2025</li> <li>• 1<sup>st</sup> May – 23<sup>rd</sup> May 2025</li> <li>• 19<sup>th</sup> May 2025</li> <li>• Week beginning 20<sup>th</sup> May 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Student Council &amp; Class Representatives (Survey)</li> <li>• Students (Survey)</li> <li>• Student Council</li> <li>• Student Council Focus Group</li> </ul>
Parents	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> May – 16<sup>th</sup> May 2025</li> <li>• 19<sup>th</sup> May 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Survey</li> <li>• Parents Association Meeting</li> </ul>
Board of Management	11 <sup>th</sup> June	<ul style="list-style-type: none"> <li>• Meeting</li> </ul>
Wider school community eg. bus drivers	August 2025	<ul style="list-style-type: none"> <li>• Communication with operators.</li> </ul>

## 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):

### Bullying Prevention aligned with Key Areas of Wellbeing Promotion

Culture and Environment	Curriculum
<ul style="list-style-type: none"><li>• Open Door Policy</li><li>• Student Support Team</li><li>• Mentoring System</li><li>• Establishment of a Safe Telling Environment</li><li>• Seating Plans</li><li>• Visible Displays around the school</li><li>• Display of students' work</li><li>• Designated area to report bullying issues- Student Voice Post Box.</li><li>• Empowerment of student voice - Student Council</li><li>• Mentors, Student representatives (to attend BOM, Parents Association Meetings)</li></ul>	<ul style="list-style-type: none"><li>• Various awareness days/ weeks throughout the school calendar e.g. Wellbeing Week, Anti-Bullying Week, Stand Up Awareness Week, Interne</li><li>• Ethos Day/Week (Inclusion &amp; Diversity).</li><li>• Variety of programmes are run in SPHE/RSE and Wellbeing</li><li>• Peer Teaching</li><li>• Wellbeing is at the centre of all subject plans</li><li>• 1<sup>st</sup> Year Transition from Primary to Secondary School</li><li>• SPHE/Wellbeing.</li><li>• AEN, Primary School Visits, regular AEN</li></ul>

<p>from time to time) &amp; School Development Committees, Spotlight Initiative, Focus Groups</p> <ul style="list-style-type: none"> <li>• Toilets for 1<sup>st</sup> – Transition Year and 5<sup>th</sup> &amp; 6<sup>th</sup> Year students.</li> </ul>	<p>Meetings, school culture of inclusion</p> <ul style="list-style-type: none"> <li>• Updates to all staff from senior /middle management &amp; AEN Meetings</li> <li>• Staff CPD</li> </ul>
<b>Relationships and Partnerships</b>	<b>Policy and Planning</b>
<ul style="list-style-type: none"> <li>• Linking with external services e.g. NEPS, CAMHS, Tusla, Gardaí</li> <li>• Linking with B.O.M. Parents Association, Student Council.</li> <li>• CBAs e.g. CSPE Action Project, SPHE CBA</li> <li>• Class events, Fundraising events</li> <li>• Student Support Team</li> <li>• Guest Speakers</li> <li>• Garda Visits</li> <li>• Extra-Curricular-Coaches</li> </ul>	<ul style="list-style-type: none"> <li>• Bi Cineálta Policy, Code of Behaviour Policy Acceptable Use Policy Child Safeguarding Statement and Data Protection Policy (other relevant policies)</li> <li>• Staff aware that they are all mandated persons, child protection procedures made available each year as reminder and complete Children First E-Learning Programme.</li> <li>• Principal &amp; Deputy Principal complete DLP/DDLP training and refreshers</li> </ul>

### Supervision & Monitoring

The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour.



In addition to all the practices identified above under Culture and Environment, Curriculum, Planning and Policy and Relationships and Partnerships the Edmund Rice Secondary School has the following supervision and monitoring policies to prevent and address bullying behaviour:

- Yard and Corridors and in class – Active Supervision of corridors, classrooms (on wet days) and yard during breaktimes and before/after school
- Any causes for concern are dealt with and reported to Year Heads/Class Teachers or to school management.
- All staff are watchful and observe relationships between students in class, note absence patterns and let it be known that high standards of behaviour are always expected
- Survey of Students - Students are surveyed through an online form regularly throughout the year regarding bullying behaviour as part of the school's mentoring sessions as part of drafting this policy for example.
- Student Support Team – the Student Support Team meet regularly and operate a check and connect system where teachers meet students where concerns may have been brought to their attention.

### **Addressing Bullying Behaviour**

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

- Year Head and Class Teacher(s) for each year group assisted by principal and deputy principal
- Principal and Deputy Principal

### **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
- act in a timely manner
- inform parents/guardian/carer 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):

- Where a member of the teaching staff has a concern about a student being bullied, either as a result of a personal observation or as a result of receiving a report from a third party, the teacher should without delay refer the matter to the Year Head, Deputy Principal or Principal.
- In investigating bullying behaviour or addressing bullying behaviour in any way, Year Heads are welcome to seek the assistance and support of the principal, the deputy principal or the Student Support Team at any time. Indeed, given the extent to which the principal and deputy principal are privy to all kinds of personal information about students, it would be prudent for Year Heads to check in with either of them before taking any action in relation to bullying behaviour.
- The school reserves the right to investigate allegations of bullying (and to take disciplinary action where necessary) where bullying is perpetrated by a member of the school community and it impinges on the work or well-being of a student in the school, even where the bullying acts are committed outside of the school/college.
- The school reserves the right, in accordance with Section 6 Bi Cineálta Procedures to Prevent and Address Bullying Behaviour for Primary and Post Primary Schools to seek the assistance of agencies such as NEPS, the HSE, and the Gardaí, where it deems such assistance is necessary to dealing effectively with bullying behaviour. In any case, where the School/College deems bullying behaviour to be potentially abusive (Section 2 Bi Cineálta

Procedures to Prevent and Address Bullying Behaviour for Primary and Post Primary Schools) it will consult with the HSE's Children and Family Services to assist it in drawing up an appropriate response or to obtain advice or to make a formal child protection report to the HSE or the Gardaí (as appropriate) in accordance with the DES Child Protection Procedures for Primary and Post Primary (revised 2023)

- Concerns about or allegations of bullying will be investigated and addressed in accordance with Section 6 Bí Cineálta Procedures to Prevent and Address Bullying Behaviour for Primary and Post Primary Schools. These are summarised as follows:

- ensure that the student experiencing bullying behaviour feels listened to 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
- act in a timely manner
- inform parents/guardian/carer of those involved\*

\*Parents are an integral part of the school community and play an important role, in partnership with the school, in addressing bullying behaviour. Where bullying behaviour has occurred, the parents of the parties will be contacted at an early stage to inform them of the matter and to consult with them on the actions to be taken to address the behaviour as outlined in the school's Bí Cineálta policy.

When identifying if bullying behaviour has occurred relevant teachers will consider: what, where, when and why?

- If a group of students is involved, each student will be engaged with individually at first
- Thereafter, all students involved will be met as a group



- At the group meeting, each student should be asked for their account of what happened to ensure that everyone in the group is clear about each other's views
- Each student should be supported as appropriate, following the group meeting
- It may be helpful to ask the students involved to write down their account of the incident(s)

In circumstances where student expresses concern about their parents being informed, the school will develop an appropriate plan to support the student and for how their parents will be informed.

The school will consider communication barriers that may exist when communicating with parents, for example, literacy, digital literacy or language barriers.

### **Recording of bullying behaviour**

Those involved in investigating and resolving bullying behaviour will note and report developments as follows and, in doing so, they will comply with relevant data protection legislation. It is imperative that all recording of bullying incidents must be done in an objective and factual manner.

The school's procedures for noting and reporting bullying behaviour are as follows:

- Record all incidents of bullying behaviour (using appendix B)
- Document the following details:
  - Type and form of bullying behaviour (if known).
  - Where and when it took place.
  - The date of the first engagement with the students and their parents.
- Include the views of students and parents on actions to address the bullying.
- Track the review process with students and parents to check if the bullying behaviour has stopped and get their feedback.
- Record the date of each engagement and when it is confirmed that the bullying has ceased.

- Note any involvement with external services or supports.
- Keep the records according to the school's record-keeping policy and in line with data protection rules.
- If there's a Student Support File, place a copy of the record there to help the support team provide consistent help for the student's wellbeing.

## **Follow up where bullying behaviour has occurred**

### **Engagement with Students and Parents:**

- The year head/deputy principal/principal must engage with the students involved in the bullying and their parents.
- This engagement should occur no later than 20 school days after the initial contact.

### **Factors to Consider:**

- During this engagement, important factors to consider include:
  - The nature of the bullying behaviour.
  - The effectiveness of the strategies used to address the bullying.
  - The relationship between the students involved.

### **Review of Strategies:**

- If the bullying behaviour has not stopped, the year head/deputy principal/principal should:
  - Review the strategies used to address the bullying.
  - Consult with the students involved and their parents to determine next steps.

### **Agree on a Timeframe:**

- A timeframe should be set for further engagement and follow-up until the bullying behaviour ceases.

**Further Action if Bullying Continues:**

- If the bullying behaviour continues, the school should consider using strategies from the school's Code of Behaviour to address the inappropriate behaviour.

**Disciplinary Sanctions:**

- If disciplinary sanctions are necessary, the matter should be handled between the student, their parents, and the school.

**If Parents Are Unsatisfied:**

- If a parent is not satisfied with how the bullying has been addressed, they should refer to the school's complaints procedures, as outlined in the Bí Cineálta Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools.

**Complaint to Ombudsman for Children:**

- If a parent remains dissatisfied after the complaint process, they can contact the Ombudsman for Children if they believe the school's actions negatively affected the student.

**Requests to take no action**

A student reporting bullying behaviour may ask that a member of staff does nothing about the behaviour other than "look out" for them. The student may not want to be identified as having told someone about the bullying behaviour. They may feel that telling someone might make things more difficult for them. Where this occurs, it is important that the member of staff shows empathy to the student, deals with the matter sensitively and speaks with the student to work out together what steps can be taken to address the matter and how their parents will be informed of the situation. It is important that the student who has experienced bullying behaviour feels safe.

Parents may also make schools aware of bullying behaviour that has occurred and specifically request that the school take no action. *Parents should put this request in writing to the school or be facilitated to do so where there are literacy, digital literacy or language barriers. However, while acknowledging the parent's request,*



*schools may decide that, based on the circumstances, it is appropriate to address the bullying behaviour.*

## **Support**

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):

### **Students who experience Bullying or Witness Bullying:**

The school's programme of support for working with pupils affected by bullying is as follows:

- Pupils may need counselling and/or opportunities to participate in activities designed to raise their self-esteem, to develop their friendship and social skills and thereby build resilience whenever this is needed.
- In this regard the relevant Student Support Team will work closely with the student to ensure they are actively supported in the school and to engage in school-based activities they enjoy. They may be placed on our school's focus in/out support list and/or engage in check and connect.
- The school's guidance department will also put in place a program of support in conjunction with the Year Head
- The learning strategies applied within the school will also allow for the enhancement of the pupil's self-worth

### **Students who display bullying Behaviour:**

- Pupils who engage in bullying behaviour may need counselling to help them learn other ways of meeting their needs without violating the rights of others.
- The Year Head in conjunction with the relevant Student Support Team will work closely with the student in this regard.

**Outside agency support:**

- The school in certain circumstances may also seek the support and advice of TUSLA, EWO, NEPS, NCSE, second level school support services, HSE and any other agency deemed appropriate to support the school in dealing with incidents of bullying.

**Links with other policies: (this list is not exhaustive)**

- Code of Behaviour
- Acceptable Use Policy
- Wellbeing Policy
- Child Safeguarding Statement

**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 been reported since the last meeting, 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
- any wider strategies to prevent and address bullying behaviour where relevant.
- If any serious incidents of bullying behaviour have occurred which have had a serious adverse impact on a student
- If a parent has informed the school that a student has left the school because of reported bullying behaviour
- If any additional support is needed from the board of management

- If the school's Bí Cineálta policy needs urgent review in advance of the annual review.

This update does not contain personal or identifying information. See Chapter 7 of the Bí Cineálta procedures.

The minutes of the Board of Management meeting will document the number of new incidents of bullying behaviour, the number currently ongoing and the total number of incidents of bullying behaviour since the beginning of the school year.

The minutes will also note where the board has considered the bullying behaviour verbal update and document when the board has decided that an urgent review of the policy is required.

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.



**The 'Relevant Teacher/Anti-Bullying Team Member(s)'**  
**responsible for investigating and dealing with possible bullying situations**  
**during this school this year: 20...../ 20.....**

- 1.**
- 2.**
- 3.**
- 4.**
- 5.**

### **Identifying if bullying behaviour has occurred**

**To determine whether the behaviour reported is bullying behaviour the Year Head should consider the following questions:**

1. Is the behaviour targeted at a specific student or group of students?
2. Is the behaviour intended to cause physical, social or emotional harm?
3. Is the behaviour repeated?

If the answer to each of the questions above is **Yes**, then the behaviour is bullying behaviour and the behaviour should be addressed using the Bí Cineálta Procedures.

**Note:** One-off incidents may be considered bullying in certain circumstances. A single hurtful message posted on social media can be considered bullying behaviour as it has a high likelihood of being shared multiple times and thus becomes a repeated behaviour.

If the answer to any of these questions is **No**, then the behaviour is not bullying behaviour. Strategies to deal with inappropriate behaviour are provided for within the school's Code of Behaviour.

### **Alleged Bullying Incident Student Statement Form**

**DATE:** \_\_\_\_\_

**STUDENT:** \_\_\_\_\_

**DETAILS:** Include time, place, names of alleged perpetrators, names of bystanders.  
Detail here both sides of the event



## Edmund Rice Secondary School Student Behaviour Promise

Student Name: \_\_\_\_\_

Class: \_\_\_\_\_

I recognise that my fellow students and I are all unique in many ways - such as our hair colour, skin colour, clothing, height, weight, size, accents, religions, nationalities, sexual orientations, past and current homes, hobbies, personalities, academic abilities, study habits, athletic skills, musical preferences, and much more.

I don't want to be treated unfairly or made to feel bad because of any of these differences, or simply because someone might not like me.

I understand that I have the right to be different, and no one has the right to treat me unfairly or be unkind because of that.

I know I am entitled to fair and respectful treatment both in the Edmund Rice Secondary School, in line with the school's Bí Cineálta Policy & Code of Behaviour, and outside of school as well.

Likewise, I recognise that all students deserve to be treated with fairness, equality, and respect. It is wrong to treat anyone in any other way. Therefore, I promise to treat all my fellow students with fairness, equality, and respect, regardless of our differences or personal feeling.

In particular: (Handwrite below "I will always treat (Name) equally, fairly and respectfully")

Signed: Student: \_\_\_\_\_ Date: \_\_\_\_\_

Teacher: \_\_\_\_\_

**Guide to providing Bullying Behaviour Update for Board of Management meeting of the Edmund Rice Secondary School:**

Having reviewed the details of the incidents of bullying behaviour that have been reported since the previous board of management meeting, the principal must provide the following information at each ordinary meeting of the board of management:

<b>Total number of new incidents of bullying behaviour reported since the last board of management meeting.</b>	
<b>Total number of incidents of bullying behaviour currently ongoing.</b>	
<b>Total number of incidents of bullying behaviour reported since the beginning of this school year</b>	

Where incidents of bullying behaviour have been reported since the last meeting, the update must include a verbal report which should include the following information where relevant:

- the trends and patterns identified such as the form of bullying behaviour, type of bullying behaviour if known, location of bullying behaviour, when it occurred etc
- the strategies used to address the bullying behaviour
- any wider strategies to prevent and address bullying behaviour
- if any serious incidents of bullying behaviour have occurred which have had a serious adverse impact on a student
- if a parent has informed the school that a student has left the school because of reported bullying behaviour

- if any additional support is needed from the board of management
- if the school's Bí Cineálta policy requires urgent review in advance of the annual review

This update should not include any personal information or information that could identify the students involved.

### **Review of the Bí Cineálta Policy**

The Board of Management (the Board) must undertake an annual (calendar) review of the school's Bí Cineálta Policy and its implementation in consultation with the school community. As part of the review, this document must be completed.



## Appendix A

### School Bí Cineálta Policy to Prevent and Address Bullying Behaviour

#### **Bí Cineálta Policy to Prevent and Address Bullying Behaviour**

The Board of Management of Edmund Rice Secondary School 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	<ul style="list-style-type: none"> <li>• 28<sup>th</sup> March 2025</li> <li>• 23<sup>rd</sup> May 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Bí Cineálta Staff Workshop</li> <li>• Staff Meeting</li> </ul>
Students	<ul style="list-style-type: none"> <li>• 31<sup>st</sup> March 2025</li> <li>• 1<sup>st</sup> May – 23<sup>rd</sup> May 2025</li> <li>• 19<sup>th</sup> May 2025</li> <li>• Week beginning 20<sup>th</sup> May 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Student Council &amp; Class Representatives (Survey)</li> <li>• Students (Survey)</li> <li>• Student Council</li> <li>• Student Council Focus Group</li> </ul>
Parents	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> May – 16<sup>th</sup> May 2025</li> <li>• 20<sup>th</sup> May 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Survey</li> <li>• Parents Association Meeting</li> </ul>
Board of Management	<ul style="list-style-type: none"> <li>• 11<sup>th</sup> June</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting</li> </ul>
Wider school community as	<ul style="list-style-type: none"> <li>• August 2025</li> </ul>	<ul style="list-style-type: none"> <li>• Communication with operators.</li> </ul>



appropriate, for example, bus drivers		
Date policy was approved:		
Date policy was last reviewed:		

## 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):

- Whole Staff Approach to the promotion of an inclusive, supportive and positive school environment.
- Focus on positive relationships between staff and students
- Promotion of positive relationships amongst students
- Meaningful engagement with parents and other stakeholders
- Class Teacher/Year Head System
- Student Support Team System
- Ethos Lead
- Promotion of Core Values (ERST)
- Open Door Policy by Senior Management
- Student Voice
- Student Council
- Well maintained and secure school building
- Active supervision of classrooms and corridors /outdoors at breaktimes and before /after school.
- Inclusion and Diversity promoted by visual displays
- Celebration of Inclusion /Diversity through themed weeks /days eg. Wellbeing Week, Anti-Bullying Week (Bí Cineálta Week)

- Up to date policies eg Bí Cineálta , Child Protection, Acceptable Usage Policy, Code of Behaviour , Inclusion etc. developed through genuine partnerships with all stakeholders.
- SPHE/RSE/CSPE Programme
- Transition from Primary to Secondary School Programme, Induction for all students including new students.
- Forbairt Mentoring Programme – 1<sup>st</sup> Year
- Mentors (for incoming 1<sup>st</sup> Year and new students) and availability of mentors for all students if needed
- Use of Safe Spaces
- Academic Mentoring
- Teacher Professional Learning
- Co-Curricular and Extra -Curricular Programme
- Guest Speakers and Workshops
- Promotion of Student Achievement
- Parent Teacher Meetings
- Anti-Bullying Awareness as part of Induction for year groups, as part of assemblies throughout the year.
- Anti-Bullying Awareness exercises as part of day-to-day classes for students

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):

- Active Supervision of corridors, classrooms (on wet days) during breaktimes and before/after school
- Class Teacher/Year Head System
- Student Support Team
- Whole School Culture to creating a culture of telling /reporting
- SPHE /Wellbeing Programme that links telling /reporting environment
- Open Door Policy by Senior Management
- Engagement with parents/guardians/carers and other stakeholders eg. Bus Drivers
- Code of Behaviour, Acceptable Usage Policy and Bí Cineálta Policy

## Section C: Addressing Bullying Behaviour

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

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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):

**1. Initial Consultation:**

- Inform Parents
- Meet students involved individually – parent(s) present if appropriate
- Ensure each student gives full account – verbal and /or written as appropriate
- Meet with group(s) of students if necessary

**2. Initial Review:**

- Year Head (and Class Teacher) and /or Principal /Deputy Principal review the facts
- Evaluate the situation based on definition of bullying and Code of Behaviour/AUP – does this meet the criteria for bullying

**3. Recording of Bullying:**

- Use template to record bullying behaviour
- Store securely along with all other related documentation

**4. Meeting Parents and Students:**

- Meet with Parents and Students – must take place within 20 days of initial incident
- Explain why this meets criteria for bullying behaviour
- Seek agreement regarding stopping behaviour and mending relationships where appropriate.
- Create a plan of agreed strategies to support students
- Implement Code of Behaviour as appropriate
- Referral to outside agencies such as Tusla and Gardaí
- Ensure privacy for all involved.

**5. Follow- up:**

- Meet again with parents and students involved within 20 days
- Ensure matter has been resolved

- If not, further consultation is needed along the with a further review
- If parents are not satisfied that matter has been resolved, share information for schools complaints procedure
- If still not resolved, share process to make complaint to Ombudsman for Children with parents.

#### **6. Report to B.O.M.**

- All cases of bullying not resolved within 20 days must be reported to the B.O.M.

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):

- Organising check-ins with Class Teacher/Year Head
- Student Report Team Referral
- Referral to Tusla/CAHMS/Gardaí where appropriate
- Liaise with outside agencies involved

- Ongoing review of support and behaviour plans as appropriate

#### Procedures to Prevent and Address Bullying Behaviour for Primary and Post Primary Schools

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 bullying 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: 11/6/2025 (Chairperson of board of management)

Signed: M. Heeson

Date: 11.6.25 (Principal)