

## Midleton CBS Anti-Bullying Policy

### MISSION STATEMENT

Our school aspires to being a caring Christian centre of learning,  
where the promotion of Irish culture,  
values of respect for self and others,  
honest endeavour and efforts to achieve full potential are nurtured.

#### Ethos.

The Midleton CBS Anti-Bullying Policy is designed to ensure that its students are aware of, and contribute to, the following key social values and dispositions:

- The dignity and uniqueness of each person
- The importance of courtesy and kindness
- The fostering of courage and confidence to live in justice and truth
- The encouragement of a caring and respectful attitude towards self, others and the environment.

Midleton CBS therefore takes a preventative approach to bullying and recognises that bullying is harmful to everyone involved. The school has a strong Pastoral Care system. Each student has a Class Teacher and Year Head looking after his welfare.

Students are encouraged to notify staff of any incident of bullying or intimidation. All incidents reported to the school authorities will be investigated promptly in accordance with the Guidelines issued by the Department of Education & Science.

The Midleton CBS Code of Discipline clearly implies that the holistic development of the student demands a disciplined atmosphere where the dignity, rights and security of each person can be respected.

#### Definition of Bullying

**“Bullying is repeated aggression, verbal, psychological or physical conducted by an individual or group against others.**

Isolated incidents of aggressive behaviour, which should not be condoned, cannot be described as bullying. However, when the behaviour is systematic and ongoing it is bullying”. (Department of Education & Science Guidelines.)

#### Types of Bullying

##### **(a) Pupils Behaviour**

Bullying can be either physical or non-physical:

Physical bullying can include punching, slapping, wrestling, pushing, biting, hair/clothes pulling, hitting, kicking, kneeing, locking in a room, pinching, hitting with an object, scratching, spitting or any other form of physical attack. It also includes damaging a person’s property.

Non-physical bullying can be verbal, which includes abusive telephone calls ,extorting money or material possessions, intimidation or threats of violence, name-calling, racist remarks or teasing, sexually suggestive or

abusive language, spiteful teasing or cruel personal remarks about someone or someone's family or spreading false and malicious rumours.

Non-physical bullying can also be non-verbal, which includes making rude gestures, systematically isolating/excluding/ignoring someone, writing insulting remarks about someone in public places or sending (often anonymous) poisonous notes, either manually or electronically.

Bullying can be any one or a combination of the above. It includes racist bullying, sexual harassment, bullying of special needs individuals or groups and bullying of individuals with a different sexual orientation.

#### Bullying of School Personnel

Bullying of school personnel by means of physical assault, damage to property, verbal abuse, threats to people's families etc.

##### (b) **Teacher Behaviour;**

A teacher may unwittingly or otherwise engage in, instigate or reinforce bullying behaviour in a number of ways:

- Using sarcasm or other insulting or demeaning form of language when addressing students; making negative comments about a pupil's appearance or background.
- Humiliating directly or indirectly a pupil who is particularly academically weak or outstanding or vulnerable in other ways.
- Using any gesture or expression of a threatening or intimidatory nature or any form of degrading physical contact or exercise.

#### **Procedures for noting and reporting an incident of bullying behaviour.**

- Students are encouraged to report any incident of bullying to a Staff Member: Subject Teacher, Class Teacher, Year Head or Guidance Counsellor.
- All reports of bullying, no matter how trivial, will be noted, investigated and dealt with by teachers.
- Serious cases of bullying behaviour by students should be referred immediately to the Principal or Vice-Principal.
- Parents/Guardians of victims and bullies will be informed promptly by the Principal or Vice-Principal of incidents.
- Parents/Guardians should contact the Principal/Vice-Principal/Year Head regarding incidents of bullying behaviour which have come to their attention.
- It will be made clear to all students who report incidents of bullying behaviour that they are not telling tales but are behaving responsibly.
- Individual teachers in consultation with the appropriate staff member will record and take appropriate measures regarding reports of bullying behaviour in accordance with the School's Code of Behaviour and Discipline.
- Non-teaching staff will be encouraged to report any incidents of bullying behaviour witnessed by them.
- In the case of a complaint regarding a staff member this should normally in the first instance be raised with the staff member in question and if necessary with the Principal.
- Where cases relating to either a pupil or a teacher unsolved at school level the matter will be referred to the School's Board of Management.