

Anti-Bullying Policy - Ballymun Youthreach

This policy has been ratified by the board of management in Nov 2021 (a signed copy is available in the centre)

In accordance with the requirements of the Education (Welfare) Act 2000 and the Code of Behaviour guidelines issued by the NEWB (National Education Welfare Board), Ballymun Youthreach has adopted the following Anti-Bullying Policy within the framework of the Centre's overall Code of Behaviour. This policy fully complies with the requirements of the *Anti-Bullying Procedures for Primary and Post-Primary Schools* which were published in September 2013.

Definition of Bullying

In the context of these procedures, bullying is defined as unwanted negative behaviour, verbal, psychological or physical conducted by an individual or group against another person (or persons) and which is repeated over time.

<u>Types of Bullying</u>	<u>Examples of Behaviour</u>
General	<p>These may be Physical, Verbal or Psychological in nature</p> <ul style="list-style-type: none">• Harassment based on any of the nine grounds in the equality legislation i.e. Gender, Marital Status, Family Status, Age, Disability, Race, Sexual Orientation, Religious Belief, and Membership of the Traveller Community. Harassment may include e.g. Sexual harassment, homophobic bullying, racist bullying• Physical aggression• Damage to property• Name calling• Slagging• The production, display or circulation of written words, pictures or other materials aimed at intimidating another person• Graffiti• Extortion• Intimidation• Gestures• The 'Look'• Invasion of personal space

	<ul style="list-style-type: none"> • A combination of any of the types listed.
Cyber	<ul style="list-style-type: none"> • Silent telephone/mobile phone calls • Abusive telephone/mobile phone calls • Abusive texts messages • Abusive emails • Abusive website comments/blogs/pictures • Abusive social media comments
Homophobic	<ul style="list-style-type: none"> • Spreading rumours about a person's sexual orientation • Taunting a person of a different sexual orientation • Name calling in a derogatory fashion relating to sexual orientation
Racial	<ul style="list-style-type: none"> • Discrimination, prejudice, comments, or insults about colour, nationality, culture, social class, religious beliefs, ethnic or traveller background
Relational	<p>This involves manipulating relationships as a means of bullying. Behaviours include:</p> <ul style="list-style-type: none"> • Malicious Gossip • Isolation and exclusion • Ignoring • Excluding from the group • Taking someone's friends away • 'Bitching' • Spreading rumours • Breaking confidence • Talking loud enough so the victim can hear • The 'Look'
Sexual	<ul style="list-style-type: none"> • Unwelcoming sexual comments or touching • Harassment

Aims of the Anti-Bullying Policy

- To provide a safe, happy and caring environment in which to learn and work where no student need fear intimidation and where students are able to develop self-respect and self-control.
- To encourage students to work together and participate fully in the life of the Centre and to develop a Centre and classroom ethos which promotes respect for and tolerance of others.

- To promote an ethos which encourages victims and witnesses to speak up and break the code of secrecy.
- To move to an environment free of bullying.
- To be aware of the quantity and particular nature of bullying that takes place in our Centre. To also be aware of the areas of the Centre that poses a threat to students and to take appropriate action to reduce those threats.
- To take appropriate action in all instances of bullying identified.
- To develop a programme of support for those affected by the bullying behaviour and for those involved in bullying behaviour.
- To raise awareness of bullying as a form of unacceptable behaviour with the Centre's Co-Ordinator, teachers, students, parents/guardians and non teaching staff.
- To develop procedures for noting and reporting incidents of bullying behaviour.

Scope of the Policy

Where it applies:

- In the Centre and at any other location where staff and students are representing the Centre.
- At Centre events such as: social functions; sporting events; field/Centre trips; at home and abroad.
- In any communication between students, staff and parents of our Centre in whatever form.

Who it applies to:

- This policy applies to issues relating to the bullying of students.
- The policy also relates to teaching and other Centre staff, parents/ guardians and others in their relationships with students.

Strategies

The Centre recognises the very serious nature of bullying and the negative impact that it can have on the lives of individuals and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- A positive Centre culture and climate which:
 - is welcoming of difference and diversity and is based on inclusivity;
 - encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
 - promotes respectful relationships across the Centres community;
- Effective leadership;
- A Centre-wide approach from staff, students, peers and visitors;
- A shared understanding of what bullying is and its impact;
- Implementation of education and prevention strategies (including awareness raising measures) that:
 - builds empathy, respect and resilience in pupils; and
 - explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.
- Effective supervision and monitoring of pupils;

- Supports for staff;
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and
- On-going evaluation of the effectiveness of the anti-bullying policy.

Incidents of Bullying: Who to Inform:

Students, parents/guardians, non-teaching staff or members of the wider community should report their concerns to the Co-Ordinator or any member of the teaching staff. When dealing with a bullying issue the staff member needs to inform the student that the teacher is obliged to report any issue which may be deemed harmful to themselves or others

Sanctions for Bullying:

If a student is proven to have been involved or attributed to in any way towards bullying he/she may expect disciplinary action including verbal warnings, training allowance deductions, parent/guardian awareness, and suspension or expulsion may be applied.

Supports for Victims and Bullies:

Victims of bullying need support which might include personal counselling to help them deal with the effects of bullying. Students who engage in bullying behaviour also may need personal counselling to help them learn other ways of meeting their needs without violating the rights of others.

Linked Policies:

The Anti-Bullying Policy should be considered in conjunction with the following related policies:

- Code of Behaviour
- Child Protection Policy
- Internet Acceptable Use Policy
- Health and Safety policy

Acceptance Form

As part of entering Ballymun Youthreach as a student, you should have read this document carefully, signed and returned the Acceptance Form to the Co-Ordinator

Dear Parent/ Guardian,

A hard copy of our Anti-Bullying Policy is available from the Centres office on request.

Acceptance Form

I have read the Ballymun Youthreach Anti-Bullying Policy and accept the Centres rules on this matter.

Name of Student:

Signature of Parent/ Guardian:

Signature of Student:

Date: