

Coláiste Íde College of Further Education

Anti-Bullying Policy

October 2023

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Introductory Statement

The college is a coeducational, nondenominational centre of education funded and managed by the city of Dublin Education & Training Board to provide a further education service to the community of Finglas in Dublin North West.

Aim of Policy

The aim of our anti-bullying policy is to ensure that all members of the College co-exist in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and is a matter of concern to everyone within the college community. It is unacceptable and will not be tolerated in Coláiste Íde.

Scope of Policy

This policy refers to all members of the college community encompassing students, parents, teachers and ancillary staff.

Bullying is not tolerated during college time or during any activity that is school related.

Rationale

All members of the college community at Coláiste Íde are united in recognising their role in supporting an anti-bullying ethos and a whole school anti-bullying policy.

There is also a requirement arising from legislation and Department of Education and guidelines, e.g.

1. *Education (Welfare) Act, 2000;*
2. *Equal Status Act, 2000 to 2004;*
3. *The Department of Education and Science Guidelines on Countering Bullying Behaviour in Primary and Post-Primary Schools, 1993;*
4. *Child Protection Guidelines and Procedures for Post-Primary Schools.*
5. *Anti-bullying centre Trinity College Dublin*

Coláiste Íde Mission Statement

Coláiste Íde seeks to provide a college of excellence in which each individual student and staff member may reach his/her potential in a welcoming, supportive and safe environment.

Goals and Objectives

- To create an environment which encourages students to disclose and discuss incidents of bullying behaviour.
- To raise awareness of bullying as an unacceptable form of behaviour with college management, teachers, students and administration, maintenance and other staff.

- To develop a programme of support through the guidance service for those affected by bullying behaviour and those involved in bullying behaviour.
- To ensure that all members of the college community are aware of the procedures for investigating and dealing with reports of bullying.

Key Measures

Definition

The Department of Education Guidelines on Countering Bullying Behaviour in Schools, 1993 defines bullying as

“repeated aggression, verbal, psychological or physical conducted by an individual or group against others. Isolated incidents of aggressive behaviour, which should not be condoned, are not bullying. However, when the behaviour is systematic and ongoing it is bullying”

Most bullying is repeated behaviour.

Types of bully

- Verbal Bullying
- Physical Bullying
- Gesture Bullying
- Exclusion Bullying
- Extortion Bullying
- E-bullying

Combating bullying and the action towards prevention:

- The principal and staff exercise constant vigilance in the matter of misconduct.
- Our aim is to prevent rather than control.
- Positive behaviour is always recognised, affirmed and sought.
- Any complaint of bullying is dealt with quickly, firmly and fairly.
- The principle is informed of any incidents of bullying.
- Awareness of bullying as a form of unacceptable behaviour is addressed in our code of conduct.

Noting and Recording an incident of bullying behaviour

All incidents of alleged bullying and action taken to resolve them will be recorded. Copies of an Incident Report Form (See Appendices) will be available for teachers to complete. These reports will be kept securely on file in the college.

Procedure for investigating and dealing with bullying

1. When analysing incidents of bullying behaviour, the teacher under the supervision of the principal will seek answers to questions of what, where, when, who and why setting an example in dealing effectively with a conflict in a non-aggressive manner.
2. If a group is involved, each member will be interviewed individually and then the individuals are met as a group. Each member will be asked for his/her account of what happened to ensure that everyone is clear about what everyone also has said.
3. If it is concluded that a student has been engaged in bullying behaviour, it will be made clear to him/her how he/she is in breach of the Code of conduct and try to get him/her to see the situation from the victim's point of view.
4. In cases where it has been determined that bullying behaviour has occurred, a meeting or discussion will take place with the parents or guardians of the two parties involved as appropriate:
 - a) Explain the actions being taken and the reasons for them, referring them to the college code of conduct.
 - b) Discuss ways in which they can reinforce and support the actions taken by the college.

Sanctions

Please refer to the college policy on code of conduct and discipline procedures to see what sanctions are in place.

Follow-up Steps

- Throughout all stages the person who has been bullied will be offered support.
- Full support will be offered by the guidance and counselling service.
- Referral to outside agencies will be made if required by the guidance and counselling service.

Links to Other Policies

This policy is consistent with other policies in Coláiste Íde e.g. Code of Behaviour, Critical incident Response Plan, Internet Safety – Acceptable User Policy and discipline policy.

Implementation Arrangements - Roles & Responsibilities.

A designated Student Support Team will initiate the implementation of the Policy. The following will act to prevent bullying in Coláiste Íde

- Student
- Ancillary Staff
- Class Tutor
- Year Head

- Student Support Committee
- Guidance Counsellor
- Deputy Principal
- Principal
- City of Dublin ETB

Implementation Date

This policy applies from the commencing academic year 2020/2021

Monitoring the Policy

The designated Student Support Team will regularly monitor the policy.

Review and Evaluation

The policy will be included on the Student Council, Staff Meeting and sub advisory Meetings for review and evaluation on an annual basis.

Legislation

On completion the Policy will be sent to the CE of the CDETb through the advisory sub-committee.