



Polasaí maidir le Bulaíocht

Sainmhíniú ar Bhulaíocht

Sainmhíniú: Is éard atá i gceist le bulaíocht ná **iompar míchuí leanúnach** bíodh sé briathartha, fisiceach nó eile, a dhéanann duine amháin nó níos mó, go díreach nó go hindíreach, ar dhuine nó ar dhaoine eile a lagaíonn ceart dhínit phearsanta an duine aonair. Tabhair ar aire: Ní chóir é seo a mheascadh le greanntaíocht a tharlaíonn mar chuid de ghnáth-idirghníomhaíocht shóisialta idir daltaí nó leis an ngnáthbhainistíocht seomra ranga gairmiúil a dhéanann múinteoirí.

Cineálacha iompair a mheastar a bheith míchuí:

- Náiriú; lena n-áirítear ag gaoch ainmneacha, tagairtí do chumas acadúil srl.
- Im eaglu; lena n-áirítear comharthaíocht choirp ionsaitheach.
- Deisiú teanga, anaithnid nó eile.
- Mí-úsáid chorpartha nó bagartha.
- Teanga ionsaitheach nó gháirsiúil.
- Jóc urghrána; bíodh sé ó bhéal nó trí ríomhphost, teachtaireacht téacs srl.
- Íospairt; lena n-áirítear focail atá thar a bheith pearsanta.
- Eisiacht agus leithlisiú.
- Ionsá trí chur isteach ar earraí pearsanta nó taisceadán.
- Dualgais míréasúnta mífhabhracha a shannadh arís agus arís eile.
- Sprioc-amanna agus tascanna míréasúnta arís agus arís eile.
- Bagairtí, lena n-áirítear éilimh ar airgead.
- Ráflaí, bádán, claontagairt nó magadh i leith cáile aon duine aonair.
- Ráitis naimhdeacha nó ghránna a dhéanamh faoi ghnéaschlaonadh daoine. s

Tá sé beartaithe go labhrófar le gach rang, chun na treoirí seo a phlé.

Seo a leanas na hábhair a ndéanfar plé orthu:

- ◆ Sainmhíniú ar iompar bulaíochta
- ◆ Cineálacha bulaíochta
- ◆ Éifeachtaí bulaíochta
- ◆ Comharthaí agus siomtóim go bhfuil iompar bulaíochta ar siúl
- ◆ Tréithe d'iompar bulaíochta

- ◆ Áiteanna ar dóigh go dtarlóidh bulaíocht
- ◆ Straitéiseacha chun dul i ngleic le bulaíocht

Cibearbhulaíocht

I gcás cibearbhulaíocht oibreimid i ndáil leis na tuismitheoirí agus má mheastar go bhfuil sé riachtanach comhoibreoimid leis an nGarda Síochána. Ach is iad na tuismitheoirí nó caomhnóirí a bheidh freagrach as eachtra a thuairisciú leis an nGarda Síochána más mian leo sin a dhéanamh.

Nósanna imeachta chun déileáil le híobartaigh/bulaíocht agus smachtbhannaí a chur ar iompar bulaíochta

Smachtbhannaí

Na nósanna imeachta chun déileáil le hiompar bulaíochta:

Áirítear ar na smachtbhannaí;

- Conradh dea-iompair
- Pribhléidí a tharraingt siar
- Smachtbhannaí eile a meastar a bheith cuí
- Fionraíocht
- Díbirt

- (a) Tabharfar comhairliúchán do dhaltáí a bheidh ag gabháil d'iompar bulaíochta dianseasmhach agus déanfar teagmháil le tuismitheoirí/caomhnóirí.
- (b) D'fhéadfadh fionraíocht a bheith mar thoradh ar iompar bulaíochta tromchúiseach lena bhaineann ionsaí fisiceach ar dhuine eile ar áitreabh scoile.

D'fhéadfaí cruinniú speisialta den Bhord Bainistíochta a thionóil chun todhchaí aon dalta a ghabhann d'iompar den chineál sin a chinneadh.

Comhoibreoidh na húdaráis scoile le tuismitheoirí a mhéid is féidir, ní féidir leo freagracht a ghlacadh as iompar na ndaltaí lasmuigh den scoil nó de ghnáthuaireanta scoile.

Nósanna imeachta do thuismitheoirí a bhfuil a páiste nó a pháiste ag fulaingt de bharr iompair bhulaíochta

Ba chóir do na thuismitheoirí sin:

- ◆ **Nádúr an iompair bhulaíochta a thaifeadadh m.sh fisiceach nó briathartha.**
- ◆ **A shuíomh cén uair agus cén áit a tharlaíonn an bhulaíocht.**
- ◆ **A fhiosrú cibé ar spreag a páiste nó a pháiste an t-iompar bulaíochta.**
- ◆ **A fhiosrú cibé an ndearna a páiste nó a pháiste iarracht déileáil leis an iompar bulaíochta.**
- ◆ **Dul i gcomhairle leis an leas-phríomhoide/príomhoide nuair a tharlaíonn bulaíocht dhianseasmhach nó an-tromchúiseach.**

Tuismitheoirí daltaí atá ag gabháil d'Iompar Bulaíochta

Ba chóir do thuismitheoirí:

- ◆ **Iarracht an fáth a bhfuil a p(h)áiste ag gabháil do bhulaíocht a fháil amach.**
- ◆ **A chinntiú go ngabhfaidh a p(h)áiste leithscéal leis an dalta a bhfuil bulaíocht á d(h)éanamh air nó uirthi.**
- ◆ **Cabhrú lena p(h)áiste athmheasúnú a dhéanamh ar a (h)iompar.**
- ◆ **Caighdeán a gcuidreamh féin leis an bpáiste a mheas.**
- ◆ **Comhairle a fháil ón treoirchomhairleoir más gá.**
- ◆ **Smachtbhannaí cuí a chur i bhfeidhm.**
- ◆ **Foláireamh a thabhairt don pháiste stop a chur leis an mbulaíocht sa todhchaí.**
- ◆ **Comhoibriú go hiomlán leis na húdaráis scoile.**

Nóta

- **Tosaíonn roinnt daltaí ag gabháil d'iompar bulaíochta i ndiaidh imeachta áirithe mar bhás/bhreith nó a thuismitheoirí ag scaradh óna chéile.**
- **Tá thuismitheoirí a fhaigheann eolas maidir le hiompar bulaíochta freagrach as na húdaráis scoile agus an Garda Síochána a chur ar an eolas cibé a bhfuil a p(h)áiste féin páirteach ann nó nach bhfuil.**
- **Tugtar comhairle do thuismitheoirí go ngearrfaidh an scoil smachtbhannaí sa chás ina cruthaítear go bhfuil iompar bulaíochta ag tarlú.**

Treoirlínte do Thuismitheoirí

Tugann na comharthaí/siomtóim seo a leanas le fios go bhfuil páiste ag fulaingt de bharr bulaíochta:

- ◆ **Imní faoi thaisteal chuig an scoil nó ón scoil – ag iarradh ar thuismitheoirí iad a thabhairt ann nó a phiocadh suas, an bealach a thaistealaíonn siad chun na scoile a athrú, gnáthamanna taistil chuig agus ón scoil a sheachaint.**
- ◆ **Diúltú dul ar scoil nó freastal ar an scoil, maidhtseáil.**
- ◆ **Meath ar fheidhmíocht oideachasúil, gan a bheith in ann díriú, ag cailleadh suim sa scoil.**
- ◆ **Patrún a bhainfeadh le breoiteacht fhisiceach de ghnáth (m.sh tinnis chinn, pian sa bholg).**
- ◆ **Athruithe gan míniú i ngiúmar nó iompar. Is féidir é sin a thabhairt faoi deara go háirithe sula bhfillleann siad ar an scoil i ndiaidh an deireadh seachtaine nó i ndiaidh laethanta saoire scoile go háirithe.**
- ◆ **Ráitis spontáineacha nó neamhfhreagracha faoi dhaltaí eile nó faoi mhúinteoirí.**
- ◆ **Earraí ar strae nó damáiste déanta dóibh.**
- ◆ **Níos mó iarratas le haghaidh airgid nó goid airgid.**
- ◆ **Brú craicinn nó gearrthacha gan míniú nó éadaí stróicthe.**
- ◆ **Drogallach an méid atá ag cur isteach air nó uirthi a nochtadh.**

Ní gá go gciallódh na comharthaí sin go bhfuil bulaíocht á dhéanamh ar pháiste. Má tharlaíonn siad in athuir nó an am céanna áfach, ba chóir iad a fhiosrú leis an méid atá ag cur isteach ar an bpáiste a fháil amach.

Smacht a fháil ar Bhulaíocht

Nósanna Imeachta do Mhúinteoirí

Tuairisciú

- ◆ Cuirtear comhairle ar mhúinteoirí agus comhaltaí scoile tuairisc faoi éachtaí bulaíochta a thabhairt do Bhainistíocht na Scoile.
- ◆ Cuirfear gach tuismitheoir ar an eolas faoin duine/daoine ar chóir dóibh labhairt leo má tá a p(h)áiste i mbun bulaíochta nó ag fulaingt dá bharr.
- ◆ Nuair is féidir, scrúdófar bulaíocht lasmuigh den seomra ranga le gur féidir náiriú poiblí na ndaoine lena mbaineann sé a sheachaint.
- ◆ Déanfar gach tuairisc ar bhulaíocht a dhoiciméadú i scríbhinn.
- ◆ Labhrófar ar leithligh le gach dalta a mbaineann an eachtra leo in iarracht dá thaobh an scéil a fháil. Déanfar gach agallamh a reáchtáil le híogaireacht agus aird chuí ar chearta gach duine.
- ◆ Má bhíonn buíon i gceist, cuirfear agallamh ar gach ball ar leithligh nó mar ghrúpa, más cuí.
- ◆ Má chruthaítear go raibh dalta i mbun iompar bulaíochta, ba chóir a shoiléiriú dó nó di an tslí a bhfuil sé nó sí ag sárú an chóid iompair agus ba chóir iarrachtaí a dhéanamh iallach a chur air nó uirthi an eachtra a fheiceáil ó thaobh an íobartaigh.

- ◆ Déanfar teagmháil le tuismitheoirí nó caomhnóirí an dá pháirtí atá i gceist agus déanfar socruithe bualadh leo ag am cuí.
- ◆ Socrófar cruinnithe leantacha leis an íobartach agus leis an mbulaí lena chinntiú nár lean an bhulaíocht ar aghaidh.

Nósanna Imeachta do Dhaltaí

Daltaí

Ba chóid do dhaltaí nach bhfuil in ann déileáil le hiompar bulaíochta an méid seo a leanas a dhéanamh:

- (a) Tuismitheoir/Caomhnóir a chur ar an eolas
- (b) Insint do chomhalta ó hÚdarás na Scoile mar

- ◆ Múinteoir
- ◆ Leas-Phríomhoide
- ◆ Príomhoide
- ◆ Comhalta foirne

Dearbhaítear an méid seo a leanas do dhaltaí a thuiriscíonn Iompar Bulaíochta:

- ◆ Rúndacht.
- ◆ Cur chuige mothálach ag déileáil leis an íobartach agus leis an mbulaí.

Nóta:

- ◆ Déarfar go bhfuil dalta ar bith a thuiriscíonn Iompar Bulaíochta á hiompar féin freagrach agus gheobhaidh sé nó sí moladh.
- ◆ Déanfar monatóireacht ar an “íobartach” agus ar an “mbulaí” thar tréimhse ama lena chinntiú nach mbeidh tuilleadh iompair do-ghlactha.

Athbreithnithe, glactha agus faofa ag cruinniú an Bhoird Bhainistíochta i Mí Feabhra 2019.



Policy on Bullying

Definition of Bullying

Definition: Bullying consists of **repeated inappropriate behaviour** whether by word, by physical action or otherwise, directly or indirectly applied, by one or more persons against another person or persons which undermines the individual person's right to personal dignity. Note: This is not to be confused with the good-natured banter that goes on as part of the normal social interchange between students or the normal professional classroom management by teachers.

Types of behaviour deemed to be inappropriate:

- Humiliation; including name-calling, reference to academic ability etc.
- Intimidation; including aggressive use of body language.
- Verbal abuse, anonymous or otherwise.
- Physical abuse or threatened abuse.
- Aggressive or obscene language.
- Offensive joke; whether spoken or by email, text messaging etc.
- Victimisation; including very personal remarks.
- Exclusion and isolation.
- Intrusion through interfering with personal possessions or locker.
- Repeated unreasonable assignment to duties that are obviously unfavourable.
- Repeated unreasonable deadlines or tasks.
- Threats, including demands for money.
- An attack by rumour, gossip, innuendo or ridicule on any individual's reputation
- Hostile or offensive comments about a person's sexual orientation.

It is envisaged that each class will be spoken to, to discuss these guidelines.

Topics to be dealt with will include:

- ◆ A definition of bullying behaviour

- ◆ Types of bullying
- ◆ Effects of bullying
- ◆ Indications of bullying behaviour – signs and symptoms
- ◆ Characteristics of bullying behaviour
- ◆ Where bullying behaviour is likely to happen
- ◆ Strategies for coping with bullying

Cyber Bullying

In the case of cyber bullying we will work in consultation with the parents and where deemed necessary we will further collaborate with the Gardaí. However it is the responsibility of the parent or guardian to report the incident to the Gardaí if they wish to pursue this course of action.

Procedures for dealing with victims/bullies and sanctions for bullying behaviour

Sanctions

The procedures for dealing with bullying behaviour:

Sanctions may include;

- A contract of good behaviour
 - Withdrawal of privileges
 - Other sanctions as may be deemed appropriate
 - Suspension
 - Expulsion
- (c) Students who engage in persistent bullying behaviour will be counselled and parents/guardians will be contacted.
- (d) Bullying behaviour involving serious physical assault on another person on the school premises may result in suspension.

A special meeting of the Board of Management may be convened to decide the future of any student engaging in such behaviour.

While the school authorities will co-operate in so far as possible with parents, they cannot accept responsibility for behaviour of students outside school or normal school hours.

Procedures for Parents whose child is a victim of Bullying Behaviour

These parents should:

- ◆ Record the nature of the bullying behaviour e.g. physical or verbal.
- ◆ Establish where and when the bullying is taking place.
- ◆ Explore the possibility that their child may have provoked the bullying behaviour.
- ◆ Investigate whether their child has made efforts to deal with the bullying behaviour.
- ◆ Consult the deputy principal/principal in cases of persistent and very serious bullying.

Parents of students engaged in Bullying Behaviour

These parents should:

- ◆ Try to find out why their child is bullying.
- ◆ Ensure their child apologises to the student bullied.
- ◆ Help their child reappraise his/her behaviour.
- ◆ Evaluate the quality of their own relationship with their child.
- ◆ Seek the advice of the guidance counsellor if necessary.
- ◆ Apply appropriate sanctions.
- ◆ Sternly warn their child to desist from bullying in future.
- ◆ Co-operate fully with the school authorities.

Note

- Some students become temporary bullies after experiencing events such as a death/birth or separation of parents.
- Parents who have received information regarding bullying behaviour have a responsibility to alert the school authorities whether their child is involved or not.
- Parents are advised that appropriate sanctions will be imposed by the school where bullying behaviour is established.

Guidelines for Parents

The following signs/symptoms may suggest that one's child is being bullied:

- ◆ Anxiety expressed about travelling to and from school – requesting parents to drive or collect him/her, to change route of travel, to avoid regular times for travelling to and from school.
- ◆ Unwillingness to go to school, refusal to attend, mitching.
- ◆ Deterioration in educational performance, loss of concentration and loss of enthusiasm and interest in school.
- ◆ Pattern of physical illness (e.g. headaches, stomach aches).
- ◆ Unexplained changes in mood or behaviour. These may be particularly noticeable before returning to school after weekends or more especially after longer school holidays.
- ◆ Spontaneous out-of-character comments about other students or teachers.
- ◆ Possessions missing or damaged.

- ◆ Increased requests for money or instances of stealing money.
- ◆ Unexplained bruising or cuts or damaged clothing.
- ◆ Reluctance and/or refusal to say what is troubling him/her

Those signs do not necessarily mean that a child is being bullied. If repeated or occurring in combination, however they do warrant investigation in order to establish what is affecting the child.

Controlling Bullying

Procedures for Teachers

Reporting

- ◆ Teachers and staff are advised to report incidents of bullying to the School Management.
- ◆ All parents will be made aware of the person/persons to whom they should talk if they feel their child is either being bullied or bullying.
- ◆ Where possible, incidents of bullying will be investigated outside the classroom so that the public humiliation of all concerned is avoided.
- ◆ All reports of bullying will be documented in writing.
- ◆ All students involved will be spoken to separately in an attempt to get both sides to the story. All interviews will be conducted with sensitivity and due regard to the rights of all.
- ◆ If a gang is involved, members will be interviewed separately and as a group if appropriate.
- ◆ If it is established that a student has been involved in bullying behaviour, it should be made clear to him/her how he/she is in breach of the code of behaviour and efforts should be made to get him/her to see the situation from the victim's point of view.
- ◆ The parents or guardians of the two parties involved will be contacted and arrangements made to meet them at an appropriate time.
- ◆ Follow-up meetings will be arranged with victim and bully to ensure that bullying has not continued.

Procedures for Students

Students

Students who are unable to successfully deal with bullying behaviour should:

- (c) inform a Parent/Guardian
- (d) confide in a member of the School Authorities such as
 - ◆ Teacher
 - ◆ Deputy Principal
 - ◆ Principal
 - ◆ Staff member

Students who report Bullying Behaviour are assured of the following:

- ◆ Confidentiality.

- ◆ A sensitive approach in dealing with the victim and the bully.

Note:

- ◆ Any student who reports Bullying Behaviour will be regarded as behaving responsibly and will be commended.
- ◆ The “victim” and the “bully” will be monitored over a period of time to ensure there is no further unacceptable behaviour.

Reviewed, accepted and agreed by The Board of Management in February 2019.