

Coachford College Bullying Policy

College Ethos:

Coachford College is committed to creating a caring community of learners in a safe and respectful environment. The College and its members stand for tolerance of individual difference and the adoption of the notion of rights and responsibilities for all. The College seeks to be a place of learning which promotes excellence through the development of the whole person.

Definition of Bullying:

Bullying is an abuse of power; it is the breaking down of a person through repeated verbal, physical or psychological aggression

Coachford College will not tolerate bullying in any form. Any form of bullying will be regarded as a serious act of indiscipline and will be treated as such.

Procedures with Regard to Bullying:

In the event of an alleged bullying incident, the following procedures may be adhered to as deemed appropriate:

- A written report will be submitted to the Year Head.
- The Year Head will proceed with an investigation of the incident. The parents of the victim may be contacted and informed of the situation. The parents of the bully may be contacted if necessary.
- Disciplinary and Pastoral Care action will be taken by the Year Head.
- The Year Head will continue to monitor the situation.
- In the case of serious or repeated acts of bullying the Year Head may refer the matter to the Deputy Principal or Principal along with the Core Pastoral Care Team.
- Appropriate action will then be taken by these staff members to deal with the incident.
- The situation will continue to be monitored by the Principal or Deputy Principal along with the Core Pastoral Care Team.

Preventative Strategies:

- The College will adopt positive disciplinary approaches to enhance student self image and responsibility towards this issue.
- The active involvement of the Student Council will be encouraged in helping to prevent the spread of bullying behaviour.
- A whole school approach to the issue will be adopted utilising, in particular, the C.S.P.E. and S.P.H.E. syllabi.

Procedures for the Monitoring of Bullying Behaviour:

Bullying is regarded as a serious act of indiscipline and will be dealt with as such through the school's code of discipline.

- Bullying incidents should be recorded on the Year Head or Deputy Principal Report forms. All incidents must be reported, investigated and dealt with.
- Detection of levels of bullying will be pursued periodically through the use of questionnaires and surveys in C.S.P.E. and S.P.H.E. classes.
- If Parents / Guardians are concerned about incidents of bullying they make their inquiries to appropriate Class Tutors / Year Heads.
- Pupils will be encouraged to understand that when they report incidents they are not telling tales, but are behaving responsibly. This will be highlighted in C.S.P.E. and S.P.H.E. classes in particular and, on occasion, by Year Heads.
- Individual teachers, in consultation with Year Heads, may take action on bullying and reports of bullying behaviour in accordance with the school's policy and the code of discipline.
- All staff will be encouraged to report any incidents of bullying behaviour witnessed by them, or mentioned to them, to an appropriate member of staff.
- If a case regarding a pupil is unresolved at school level, the matter may be referred to the Board of Management.
- If not resolved at Board level it may be referred to the V.E.C.
- The Core Pastoral Care Team may be informed of bullying incidents and may conduct meetings with both the bullied and the bully to achieve a resolution of the problem. This will occur separate to disciplinary actions.

This policy will be audited each year by the Pastoral Care Team.