



Bí Cineálta Policy to Prevent and Address Bullying Behaviour

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The Board of Management of Gaelscoil Charraig Uí Leighin has adopted the following policy to prevent and address bullying behaviour. This policy fully complies with the requirements of [Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools 2024](#).

The board of management acknowledges that bullying behaviour interferes with the rights of the child as set out in the United Nations Convention on the Rights of the Child. We all, as a school community, have a responsibility to work together to prevent and address bullying behaviour and to deal with the negative impact of bullying behaviour.

We are committed to ensuring that all students who attend Gaelscoil Charraig Uí Leighin are kept safe from harm and that the wellbeing of our students is at the forefront of everything that we do. We recognise the negative impact that bullying behaviour can have on the lives of our students and we are fully committed to preventing and addressing bullying behaviour.

We confirm that we will, in accordance with our obligations under equality legislation, take all such steps that are reasonably practicable to prevent the harassment of students or staff on any of the nine grounds specified: gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

Definition of bullying

Bullying is defined in [Cineáltas: Action Plan on Bullying and Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools \(2022\)](#) as targeted behaviour, online or offline that causes harm. The harm caused can be physical, social and/or emotional in nature. Bullying behaviour is repeated over time and involves an imbalance of power in relationships between two people or groups of people in society. The detailed definition is provided in Chapter 2 of the Bí Cineálta procedures.

The staff of the Gaelscoil Charraig Uí Leighin have developed and will implement a Bí Cineálta policy that sets out how our school community prevents and addresses bullying behaviour. Strategies to deal with inappropriate behaviour that is not bullying behaviour are provided for within the school's Code of Behaviour.

Section A: Development/review of our Bí Cineálta policy to prevent and address bullying behaviour

All members of our school community were provided with the opportunity to input into the development of this policy.

	Date Consulted	Method of Consultation
School Staff	14th March & 12th May 2025	Half day & Staff Meeting
Students	Summer Term 2025	Class Discussion & Questionnaire
Parents	Summer Term 2025	Parent Questionnaire
Board of Management	16th May 2025	BoM Meeting - Approval of School Policy
Wider School Community, as appropriate	Meán Fómhair 2025	School Website
Parents	Sept. 2026	Parental Survey

Date policy was approved: 16th May 2025

Date policy was last reviewed: September 2026

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by Gaelscoil Charraig Uí Leighin. These include strategies specifically aimed at preventing online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment as appropriate (see Chapter 5 of the Bí Cineálta procedures):

Culture and Environment

'Telling' environment

- The school community supports a 'telling' environment.

Trusted Adult

- Staff support the strategy of a 'trusted adult' to encourage students to report if they or someone they know is experiencing bullying behaviour.

Supervision

- The Gaelscoil Charraig Uí Leighin takes all reasonable measures to ensure the safety of our students and to supervise students when students are attending school or attending school activities - this is outlined in the school policy.

Physical Spaces in and around the school

- Our yards and shared spaces have a clear line of sight which makes it easier for staff to supervise students.
- The school grounds are well maintained to promote a sense of ownership and respect in the school community.
- Students are given ownership of their own space through art and creativity which helps them to identify and to feel a sense of responsibility for their school environment eg art on display around the school, screens on both floors showing photographs of the children working and playing together, each class has a personal garden for children to grow their own flowers and vegetables.

Curriculum

Collaborative and Cooperative Work

- Students have regular opportunities to work in small groups with their peers, which can help build a sense of connection, belonging and empathy.

SPHE & RSE

- The Social Personal and Health Education (SPHE), Stay Safe and the Relationships and Sexuality Education (RSE) Friends for Life/ Weaving Wellbeing curricula aim to foster students' well-being, self-confidence and sense of belonging and to develop students' sense of personal responsibility for their own behaviour and actions.

SESE

- SESE subjects, in particular history and geography, raise awareness of racism, power imbalance and discrimination. By examining historical and contemporary examples, students can develop an understanding of the root causes of bias and prejudice.

Policy and Planning

Policies

- Policies such as our Acceptable Use Policy, Code of Behaviour, Child Protection Policy, SPHE and Special Education Needs Policy support the implementation of our Bí Cineálta Policy.
- We will carry out an annual review of our Bí Cineálta Policy

Planning

- Every staff member has a responsibility to implement the Gaelscoil Charraig Uí Leighin's *Bí Cineálta* policy. All class teachers are responsible for addressing bullying behaviour.
- The BOM receives a bullying behaviour update at each management meeting.
- All incidents of bullying behaviour are recorded.
- We report on cases to the Department annually.

Relationships and Partnerships

The Gaelscoil Charraig Uí Leighin recognises the importance of positive relationships across the whole education community to promote empathy, understanding and respect. We implement the following strategies to promote positive relationships, which is not exhaustive:

- We support the active participation of students in school life eg. the Student Council, The Green School Committee and The Active School committee, the Bí Cineálta Committee, Coiste na Gaeilge.
- We support the active participation of parents in school life. Parents are invited to the school for parent teacher meetings, Internet Safety talks, Grandparents' Day, First Holy Communion /Confirmation day, 6th Class Social Evening, Coffee morning, Seachtain na Gaeilge activities, flag-raising events and for fundraising events.

- We have an active Parent's Association who organise events for the children throughout the year as well as fundraise for better facilities and school resources.
- We conduct workshops and seminars for students, school staff and parents to raise awareness of the impact of bullying on-line and the safe use of web devices
- We support activities that build empathy, respect and resilience, such as circle time, movement groups, Buddy reading, peer reading, partnering younger and older children on school sports activities and tournaments from 3rd -6th, promoting acts of kindness within the school and giving prizes for collecting Cártaí Cineálta.
- We encourage good behaviour on the bus to school in the morning/afternoon but do not take responsibility for the children during this time.

Preventing Cyber Bullying Behaviour

The Gaelscoil Charraig Uí Leighin promotes digital literacy, digital citizenship, and fosters safe online environments. Strategies to prevent cyberbullying behaviour include the following, which is not an exhaustive list:

- Implementing the SPHE curriculum, and in particular the Stay Safe and Web Wise programmes.
- Enable students to become digital learners by using a variety of digital technology to;
 - communicate and collaborate with others
 - access, analyse, and manage content
 - enable content creation, problem-solving, and creativity
 - interact ethically, critically and responsibly
- Having regular conversations with students about developing respectful and kind relationships online
- Developing and communicating an acceptable use policy (AUP) for technology use
- Referring to appropriate online behaviour as part of the standards of behaviour in the Code of Behaviour & Discipline.
- Promoting or hosting online safety events for parents who are responsible for overseeing their children's activities online
- Holding an Internet Safety Day to reinforce awareness around appropriate online behaviour.

Preventing homophobic/transphobic bullying behaviour

All students, including gay, lesbian, bisexual and transgender students, have a right to feel safe and supported at the Gaelscoil Charraig Uí Leighin. Strategies to prevent homophobic and transphobic bullying behaviour include the following, which is not an exhaustive list:

- Encouraging peer support such as peer mentoring and empathy building activities
- Challenging gender stereotypes e.g. both girls and boys are listed for the Cork Sports competitions (Sciath na Scol, City Sports etc) jobs are distributed fairly and without focus on gender in the classrooms. Language used in school is positive and affirming not insulting or derogatory.
- Encouraging students to speak up when they witness homophobic behaviour.
- Annual 'Ag Ceiliúradh ár nDifríochtaí' - activities encouraging pupils to celebrate our differences. This programme encourages inclusivity and better understanding personal differences (gender, race, neurodivergence, abilities etc.) within the school community.

Preventing racist bullying behaviour

Students from diverse backgrounds may face discrimination and prejudice and may be subject to racist bullying behaviour. Strategies to prevent racist bullying behaviour include the following, which is not an exhaustive list:

- Lá Cultúra - our students of non-Irish heritage celebrate and educate their peers on their ethnic background and culture with a display, activities, costumes, music and ethnic food shared by all.
- Fostering a school culture where diversity is celebrated through our Ag Ceiliúradh Difríochtaí programme which celebrates differences in ability, race, gender, neurology, sexuality, appearance etc.
- Encouraging peer support such as peer mentoring and empathy building activities.
- Encouraging bystanders to report when they witness racist behaviour.
- Ensuring that library reading material and textbooks represent appropriate lived experiences of students and adults from different national, ethnic and cultural backgrounds.

Preventing sexist bullying behaviour

As part of the school's measures to create a supportive and respectful environment, strategies to prevent sexist bullying behaviour include the following, which is not an exhaustive list:

- Ensuring members of staff model respectful behaviour and treat students equally irrespective of their sex.
- Ensuring all students have the same opportunities to engage in school activities irrespective of their sex.
- Celebrating diversity at school and acknowledging the contributions of all students
- Encouraging parents to reinforce these values of respect at home.

Preventing sexual harassment

Preventing sexual harassment requires an approach that focuses on education, awareness and clear enforceable policies. Gaelscoil Charraig Uí Leighin makes it clear that there is a zero-tolerance approach to sexual harassment. Sexual harassment should never be dismissed as teasing or banter. Strategies to prevent sexual harassment include the following, which is not an exhaustive list:

- Using the SPHE curriculum to teach students about healthy relationships and how to treat each other with respect and kindness.
- Promoting positive role models within the school community.
- Challenging gender stereotypes that can contribute to sexual harassment through learning about historical figures in SESE subjects.

The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour:

- Code of Behaviour & Discipline
- SPHE Policy
- RSE Policy

- Child Protection Policy
- Acceptable Use Policy
- Special Education Needs Policy
- Supervision Policy
- Bí Cineálta Policy

Section C: Addressing Bullying Behaviour

The teacher(s) with responsibility for addressing bullying behaviour is (are) as follows: All class teachers and overseen by our school Principal and Vice Principal.

When bullying behaviour occurs, the staff at the Gaelscoil Charraig Uí Leighin will follow the steps as outlined in this Anti Bullying policy. We aim to:

- ensure that the student experiencing bullying behaviour is heard and reassured
- seek to ensure the privacy of those involved
- conduct all conversations with sensitivity
- consider the age and ability of those involved
- listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation
- take action in a timely manner
- inform parents of those involved

The steps that will be taken by the school to determine if bullying behaviour has occurred, the approaches taken to address the bullying behaviour and to review progress are as follows (see Chapter 6 of the Bí Cineálta procedures):

Bullying is defined in Cineáltas as targeted behaviour, online or offline that causes harm. The harm caused can be physical, social and/or emotional in nature. Bullying behaviour is repeated over time and involves an imbalance of power in relationships between two people or groups of people in society.

To determine whether the behaviour reported is bullying behaviour, staff at the Gaelscoil Charraig Uí Leighin will consider the following questions:

1. Is the behaviour targeted at a specific student or group of students?
2. Is the behaviour intended to cause physical, social or emotional harm?
3. Is there a difference in the power dynamic?
4. Is the behaviour repeated?

(Na 4 D: Dírithe, Dochar déanta, Déanta Arís is Arís, Difríocht Chumhachta)

If the answer to each of the questions above is Yes, then the behaviour is bullying behaviour and the behaviour should be addressed using the Bí Cineálta Procedures.

Note: A one-off incident may be considered bullying in certain circumstances. A single hurtful message posted on social media can be considered bullying behaviour as it has a high likelihood of being shared multiple times and thus becomes a repeated behaviour.

If the answer to any of these questions is No, then the behaviour is not bullying behaviour.

Strategies to deal with inappropriate behaviour are provided for within the school's Code of Behaviour & Discipline – Caring for our Children.

Suspected Bullying Behaviour:

(Appendix A - Form for Recording of Suspected Bullying Behaviour to be filled out)

When identifying if bullying behaviour has occurred teachers should consider what, where, when and why?

- if a group of students is involved, each student should be engaged with individually at first
- Thereafter, all students involved should be met as a group
- At the group meeting, each student should be asked for their account of what happened to ensure that everyone in the group is clear about each other's views
- Each student should be supported as appropriate, following the group meeting

It may be helpful to ask the students involved to write down their account of the incident(s)

Bullying Behaviour

(Form Appendix B - Form for Recording of Bullying Behaviour to be filled out)

The school will use the following approaches to support those who experience, witness and display bullying behaviour (see Chapter 6 of the Bí Cineálta procedures, P60-62):

- Where bullying behaviour has occurred, the parents of the students involved will be contacted at an early stage to inform them of the matter and to consult with them on the actions to be taken to address the behaviour. Parents are an integral part of the school community and play an important role, in partnership with schools, in addressing bullying behaviour.
- We will listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation
- A record will be kept of the engagement with all involved (Appendix A: Template for Recording of Bullying Behaviour). This record will document the form and type of bullying behaviour, if known (see Section 2.5 and 2.7 of the Bí Cineálta procedures), where and when it took place and the date of the initial engagement with the students involved and their parents. The record will include the views of the students and their parents regarding the actions to be taken to address the bullying behaviour.

Follow up where bullying behaviour has occurred:

- The teacher will engage with the students involved and their parents again no more than 20 school days after the initial engagement. Important factors to consider as part of this engagement are the nature of the bullying behaviour, the effectiveness of the strategies used to address the bullying behaviour and the relationship between the students involved
- The teacher will document the review with students and their parents to determine if the bullying behaviour has ceased and the views of students and their parents in relation to this
- The date that it has been determined that the bullying behaviour has ceased will also be recorded
- In certain cases, the school will, if necessary, seek the assistance of external agencies e.g. N.E.P.S., Gardaí, Social Workers & N.C.S.E & Oide.
- Any engagement with external services/supports will also be noted
- Ongoing supervision and support may be needed for the students involved even where bullying behaviour has ceased

- If the bullying behaviour has not ceased the teacher will review the strategies used in consultation with the students involved and their parents.
- A timeframe will be agreed for further engagement until the bullying behaviour has ceased
- If it becomes clear that the student who is displaying the bullying behaviour is continuing to display the behaviour, then consideration will be given to using the strategies to deal with inappropriate behaviour as provided for within the school's Code of Behaviour.
- If disciplinary sanctions are considered, this is a matter between the relevant student, their parents and Gaelscoil Charraig Uí Leighin
- If a parent(s) is not satisfied with how the bullying behaviour has been addressed, in accordance with the Bí Cineálta Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools. They will be referred to the school's complaints procedures
- If a parent is dissatisfied with how a complaint has been handled, they may make a complaint to the Ombudsman for Children if they believe that the school's actions have had a negative effect on the student

Section D: Overseeing

The principal will present an update on bullying behaviour at each board of management meeting ([Appendix D Bí Cineálta Procedures \(2024\) P63](#)). This update will include the number of incidents of bullying behaviour that have been reported since the last meeting, the number of ongoing incidents and the total number of incidents since the beginning of the school year.

Where incidents of bullying behaviour have occurred, the principal will also provide a verbal update which will include where relevant, information relating to trends and patterns identified, strategies used to address the bullying behaviour and any wider strategies to prevent and address bullying behaviour where relevant. This update does not contain personal or identifying information.

This policy is on our school website and a hard copy is kept in the school office for all staff to access. A hard copy can also be made available on request for parents and guardians. A student friendly version of this policy is displayed in the school and is also available on our website and in hard copy on request ([Appendix B, P58 & 59 of Bí Cineálta Procedures \(2024\)](#)).

This policy and its implementation will be reviewed, following input from our school community, each calendar year or as soon as practicable after there has been a material change in any matter to which this policy refers ([Appendix E P64,65,66 & Appendix F P67 of Bí Cineálta Procedures \(2024\)](#)).

Signed: **Majella Ní Chrualaoi** Date: **5 Deireadh Fómhair 2026**
(Chairperson of board of management)

Signed: **Caitríona Uí Liatháin** Date: **5 Deireadh Fómhair 2026**
(Principal)

Appendices

Appendix B:**Form for Recording of Bullying Behaviour****1. Name of pupil being bullied and class group**

Name _____ Class _____

2. Name(s) and class(es) of pupil(s) engaged in bullying behaviour

3. Source of bullying concern
(tick relevant box(es)) *

Pupil concerned	☐
Other Pupil	☐
Parent	☐
Teacher	☐

4. Location/s of incidents
(tick relevant box(es)) *

Playground	☐
Classroom	☐
Corridor	☐
Toilets	☐
Other	☐

5. Name of person(s) who reported the bullying concern

Name _____ Class _____

6. Dates of initial engagement with pupils and parents:

Date of initial engagement with pupils: _____

Date of initial engagement with parents of pupil being bullied: _____

Date of initial engagement with parents of pupil/s involved in bullying behaviour: _____

7. Form of bullying behaviour (section 2.5 Bí Cineálta Procedures, 2024):

Direct bullying behaviour	In-direct bullying behaviour	
Physical Aggression	Isolation/Exclusion: deliberate and repeated exclusion or ignoring.	
Written Bullying: insulting notes, drawings of a student	Relational: Intimidation/Control or 'silent treatment'	
Verbal Bullying: Name-calling	Relational: Malicious Gossip	
Damage to Property	Online bullying behaviour	
Extortion: obtaining something using force or threats	Sending/posting nasty, insulting or offensive messages or images	
Other (specify)	Posting private personal information online without consent	
	Excluding or disrupting access to online chat groups or an online game	
	Making or partaking in fake profiles	

8. Type of Bullying behaviour (section 2.7 Bí Cineálta Procedures, 2024):

Disablist bullying behaviour	Physical appearance bullying	
Exceptionally able bullying	Racist bullying	
Gender identity bullying	Poverty bullying	
Homophobic/transphobic (LGBTQ+) bullying	Religious identity	
Sexist bullying	Sexual harassment	
Other (specify)		

9. Brief Description of bullying behaviour and its impact

10.Details of actions taken & views of the pupils and their parents regarding the actions being taken to address the bullying behaviour

Signed _____ (Relevant Teacher) Date _____

Date submitted to Principal/Deputy Principal _____

11.Details of a review with pupils and their parents to determine if the bullying behaviour has ceased and the views of pupils and their parents in relation to this.

Date of Review: _____

Date that it is deemed that bullying behaviour has ceased: _____

12. Summary of engagement with external services/supports if applicable:

Note that a copy of this record should be place in the Student Support Plan where one exists.

Signed:(Relevant Teacher) _____ **Date :** _____

Date submitted to Principal/Deputy Principal: _____