

Applicable to:	Learners & Staff
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ANTI-BULLYING POLICY

1. Purpose of the Policy

The purpose of this policy is to inform staff and students of the procedure that will be followed in the event of bullying. The College's anti-bullying policy is part of the student code of behaviour and discipline. The objectives of the anti-bullying policy are:

- To endeavour to define bullying
- Promote awareness of the issue of bullying
- Provide an effective procedure for dealing with allegations of bullying
- Outline to students their rights and responsibilities
- Define the College's rights and responsibilities to students

For the purpose of this document and all College policies relating to behaviour and discipline, the definition of bullying and its various forms is as follows:

"Bullying is repeated aggression, verbal, psychological or physical, conducted by an individual or group against others. Isolated incidents of aggressive behaviour while they should not be condoned can scarcely be called bullying. However when the behaviour is systematic or ongoing it is bullying"

(Department of Education: Guidelines — Dublin 1993)

2. Scope/to whom it applies

This policy applies to the whole college community in their relationships with students, teachers, management, office and ancillary staff.

3. Reference to other policies

Student Code of Behaviour

4. Detail of the policy

This Policy comes within the framework of the overall College code of behaviour and discipline. The College is committed to a policy of equal opportunity in education and to ensuring that all students have as complete and equitable access to all aspects of College life as can reasonably be provided. The College adheres to the underlying principles of recent legislation: Education Act 1998, Equal Status Act 2000. In aiming to foster an atmosphere of respect, understanding and support between all, the College supports an ethos of partnership, accountability, transparency, inclusion, and respect for diversity, student choice, and equality.

In order to foster and achieve an atmosphere of respect and understanding between all the college communities, the College has developed a code of behaviour and discipline for students. The College will endeavour to ensure that the student code is observed and that discipline and good order are maintained. The College will seek to ensure that disciplinary procedures are

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implemented with fairness and integrity.

Types of behaviour deemed inappropriate:

- Verbal Bullying...
- Physical Bullying...
- Gesture Bullying...
- Exclusion Bullying..
- Extortion Bullying...
- E-bullying...
- Social Media

The behaviour will be systematic and ongoing - rather than one off; distressing and hurtful to the victim rather than good-natured fun: one way -- rather than an exchange.

The College has the responsibility to:

1. Promote an anti-bullying policy and ensure that every person in the College is afforded their entitlement to respect and equality.
2. Work proactively, in as far as is realistic; to ensure that bullying does not take place.
3. Create a College ethos which encourages disclosure and discussion of bullying incidents and behaviour.
4. Set up support for both the bullied and the bully.
5. Ensure that appropriate records of any reported incidents of bullying will be maintained,

A student who reports an alleged case of bullying has the right to:

1. Be treated with dignity and respect.
2. Be secure in the knowledge that all incidents are taken seriously and treated consistently.
3. Be confident that all reported incidents are recorded and the appropriate procedure followed.

Every student who alleges that a case of bullying has occurred has the responsibility to:

1. To report any incidents of bullying promptly to the Class Teacher or Course Coordinator.
2. Co-operate fully in the investigation of the incident

College has the right and responsibility to:

1. Investigate all reported instances of bullying.
2. Record all incidents and instigate appropriate procedures.

Procedure for Reporting and Noting Incidents and Complaints of Bullying:

1. Appropriate personnel will interview all of those involved in an alleged incident of bullying.
2. The alleged victim and alleged perpetrator of the incident will be spoken to and encouraged to solve the problem.
3. Written statements from all involved in the incident will be taken.
4. Offenders and victims of bullying may be offered counselling.
5. If the student is dissatisfied, an appeal may be made through the college appeals committee.

Sanctions may include:

1. Verbal warning.
2. A contract of good behaviour.
3. Suspension.
4. Other sanctions as may be deemed appropriate.

6. Approval Process

Staff, Senior Management, Principal, Board of Management

7. Circulation

Quality Policies and Activities Folder