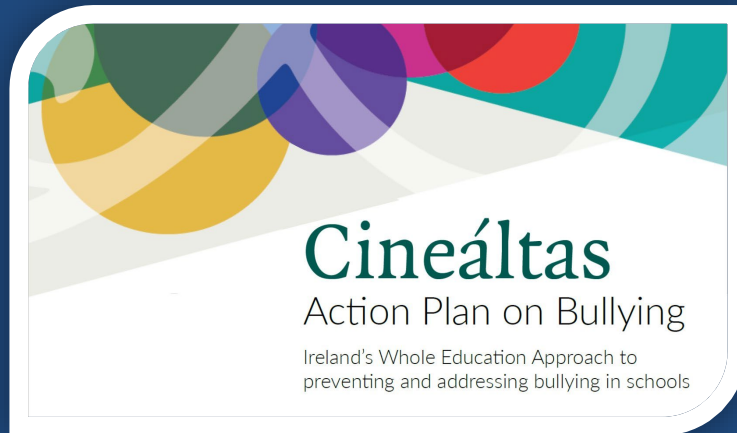


Cineáltas: Action Plan on Bullying

Department of Education

December 2023



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Positive Recommendations

- Endorsing UNESCO's Whole Education Approach
- Placing an emphasis on Wellbeing
- Introducing a Counselling Service for primary schools
- Developing a National Data Base
- Increased focus on inclusion, equality and diversity
- Making the student voice count



Whole School Community Approach

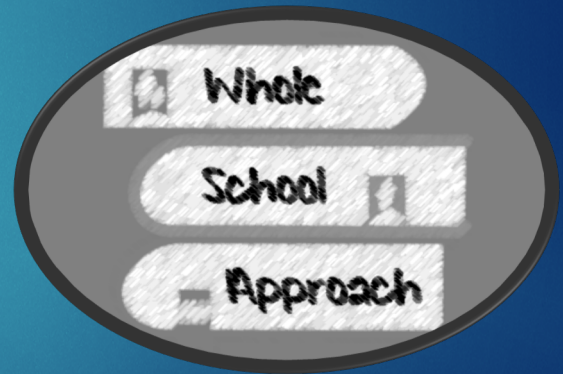


1. Implement policy and practice to consistently and effectively address bullying
2. Enhance understanding and competences among staff, students and parents and wider community
3. Form collaborative partnerships between school, family and wider community
4. Build a supportive school culture

What is a Whole School Community Approach to Bullying?

Takes responsibility for both bullying prevention and intervention by the entire school community including:

- Board of Management
- Staff, teaching and non-teaching
- Students
- Parents
- Bus Drivers
- Traffic Wardens
- Local Shop Keepers



1) Anti-Bullying Policy



An anti-bullying policy provides a framework for how to deal with bullying

It can be a 'stand alone' policy or part of the Code of Behaviour and Discipline

Provides schools with opportunity to communicate to ALL its members where the school stands on the issue of bullying and how it intends to deal with it.

Opportunity to create a document that ALL members of the school community have contributed to, and have a vested interest in maintaining, by means of a consultative process involving all parties.

Steps to take in Creating a Policy

1. Accept that bullying exists

2. Consider the key issues

- What do we mean by bullying?
- What misconceptions are there around bullying?
- Who are the victims, the aggressors and the bystanders?
- What strategies are currently in place in the school in relation to
 - *a) primary intervention (reducing the risk of bullying)*
 - *b) secondary intervention (responding to incidents)*
 - *c) tertiary intervention (treatment of those involved in bullying)*
- What level of bullying is there nationally and internationally?
- What other strategies are there nationally or internationally that may prove more effective for the school?

3. Assess the current level of bullying in the school

4. Communicate the results to all members of school community



Steps to take in Creating a Policy

5. Discuss and decide on strategies to address the bullying

6. Prepare the draft policy

- *Principal / Working Committee*

7. Review the draft policy

- *Circulation among School Community groups*

8. Implement the policy

- *Preparation of staff / staff training*

9. Launch the policy

- *Have launch as part of an awareness raising campaign or week*

Steps to take in Creating a Policy

10. Keep the policy alive - Reinforce with the help of

- school assemblies
- poster campaigns
- other work arising from curriculum activities
- student led surveys
- regular teacher meetings.

11. Review, revise and renew the policy every 2 years

- Seek feedback from School Community
- Examine the level of bullying reflected by survey and incident reports to staff
- Examine the level of enrolments and exits from school by student and staff
- Examine the level of absenteeism
- The general working environment
- Level of peer support or positive pupil led strategies

2) Develop Understandings and Competences

- Understanding of bullying in all its forms
- The damaging effects for the victims
- Participant roles in bullying and associated risks
- The damaging effects for the aggressor's reputation, friendships, future employment prospects.
- Digital safety skills
- Netiquette
- Coping Strategies
- Legal consequences and risks of prosecution



3) Develop Collaborative School – Family Relations



Schools must take leadership to

- Deliver educational programmes to all members of school community. Parents are key
- Encourage reporting among all members
- Contact parents when there are issues of bullying
- Change attitudes – Problems lies with the aggressors
- Encourage use of external agencies for professional help

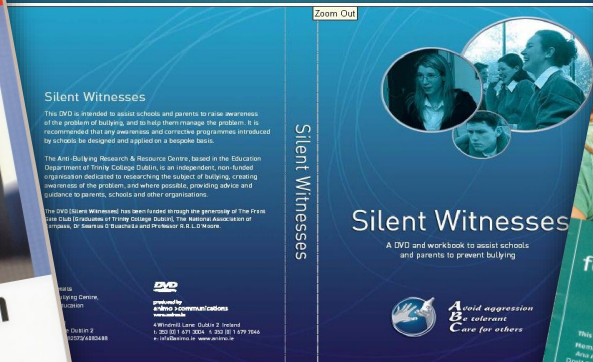
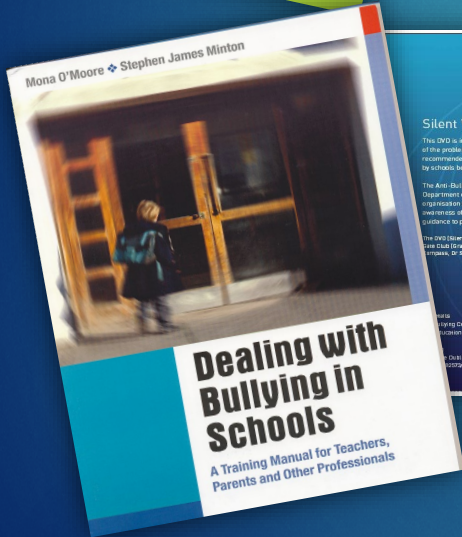
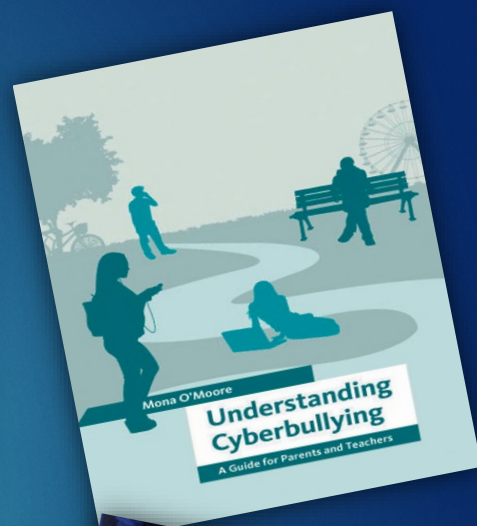
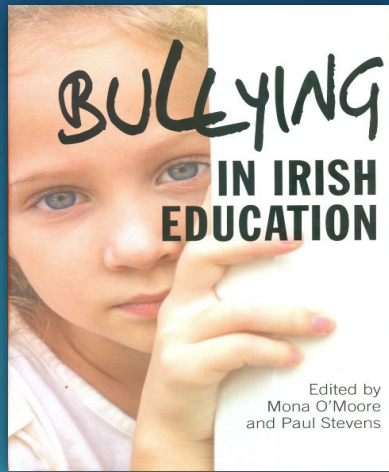
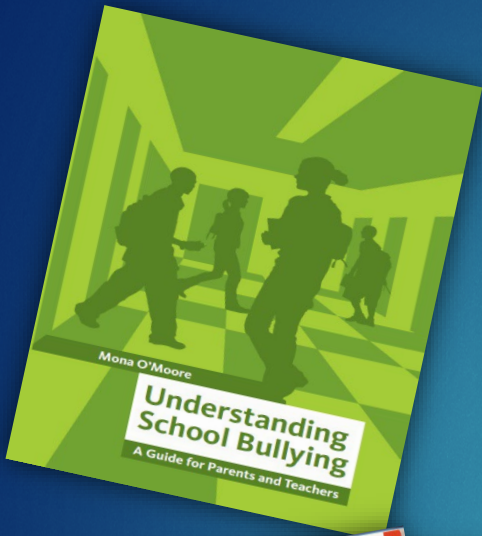
4) Develop Supportive Social Environment

- Make reporting easier
- Avoid punitive actions
- Apply restorative approaches which builds:
 - *Empathy*
 - *Responsibility*
 - *Making good*
- Encourage bystanders to exercise responsibility
- Staff to lead by example



Conclusions

- Traditional and Cyber-bullying is a worldwide problem
- Imposes mental and physical ill health
- Undermines and dilutes the quality of education
- Prevention and Intervention needs to be systemic and collaborative
- Political Action needed at local, national, international level





Go Raibh Milé Maith Agat

Thank You