



Coláiste na Rinne

Polasaí Frithbhulaíochta

Anti-Bullying Policy

	Rialú Leaganacha	Lch 2		Version Control
1	Réamhrá	Lch 3	1	Introduction
2	Aidhmeanna	Lch 4	2	Aims of the Policy
3	Sainmhíniú ar Bhulaíocht	Lch 5	3	Definition of Bullying
4	Bulaíocht a Imscrúdú	Lch 7	4	Investigating Incidents of Bullying
5	Straitéisí d'Fhonn Bulaíocht a Chosc	Lch 7	5	Strategies for the Prevention of Bullying
6	Nósanna Imeachta chun Déileáil le hEachtraí Bulaíochta	Lch 10	6	Procedures for Dealing with Incidents of Bullying
7	Coiste Bainistíochta an Choláiste	Lch 15	7	Management Committee
8	Clár Tacaíochta an Choláiste	Lch 16	8	Supports for Students Affected by Bullying
9	Maoirseacht agus Monatóireacht Éifeachtach ar Dhaltaí	Lch 17	9	Supervision and Monitoring of Students
10	An Ciapadh a Chosc	Lch 17	10	Prevention of Harassment
11	Athbhreithniú ar an bPolasaí	Lch 18	11	Policy Review
12	Faomhadh an Pholasaí	Lch 18	12	Policy Approval
A1	Teimpléad Taifeadta Caighdeánaithe	Lch 19	A1	Standardised Recording Template
A2	Ag smaoineamh ar d'iompar	Lch 21	A2	Thinking about your behaviour
A3	Cleachtais Aisiríoch	Lch 23	A3	Restorative Practices

Rialú Leaganacha

Leagan	Dáta	Cúis an Athraithe
Leagan 1	28 Bealtaine 2016	Polasaí Nua
Leagan 2	07 Bealtaine 2022	Athbhreithnú
Leagan 3	25 Feabhra 2023	Athbhreithnú
Leagan 4	15 Feabhra 2025	Athbhreithnú

1 Réamhrá

I gcomhréir le riachtanais an Acht Oideachais (Leas) 2000 agus na dtreoirilínte faoi chód iompair a d'eisigh an Bord Náisiúnta um Leas Oideachais tá an beartas frithbhulaíochta seo a leanas glactha ag Coiste Bainistaíochta Choláiste na Rinne mar chuid de chód iompair iomlán an Choláiste. Géilleann an beartas go huile agus go hiomlán do riachtanais Ghnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile a foilsíodh i Meán Fómhair 2013 agus le Ciorclán 0045/2013 agus cineáltas: Plean Gníomhaíochta ar Bhulaíocht (An Roinn Oideachais agus Scileanna, Nollaig 2022).

Baineann an polasaí seo le páistí ag cur fúthu i gColáiste na Rinne i gcaitheamh na bliana, ag freastal ar Chúrsaí Samhraidh, ag fanacht i dtithe Gaeltachta aitheanta, scoláirí lae agus scolairí eile ag freastal ar chúrsa ar bith faoi choimirce an Choláiste.

Tá an beartas seo ar fáil do phearsanra an Choláiste, pobal an Choláiste agus foilseofar é ar shuíomh gréasáin an Choláiste. Cuirfear cóip den bheartas seo ar fáil don Roinn Oideachais agus Scileanna, má iarrtar é.

Más rud é go bhfuil difríocht idir a bhfuil scríofa as Gaeilge agus as Béarla sa pholasaí seo, glactar leis an leagan Gaeilge mar an leagan cruinn agus an leagan Béarla mar aistriúchán.

1 Introduction

In accordance with the requirements of the Education (Welfare) Act 2000 and the Code of Behaviour guidelines issued by the NEWB, the Management Committee of Coláiste na Rinne has adopted the following anti-bullying policy within the framework of the College's overall Code of Behaviour. This policy fully complies with the requirements of the Anti-Bullying Procedures for Primary and Post-Primary Schools and Circular 0045/2013 which were published in September 2013.

This policy is relevant to students residing in Coláiste na Rinne during the school year, attending Summer courses, residing in approved Gaeltacht accommodation, day students and/or attending any other course(s) under the auspices of Coláiste na Rinne.

This policy has been made available to College personnel, published on the College website and is otherwise readily accessible to parents and students on request. A copy of this policy will be made available to the Department of Education and Skills if requested.

Should there be any discrepancy between the Irish and the English version in this policy, it is accepted that the Irish version is the correct one, and the English version is provided as a translation.

2 Aidhmeanna

Aithníonn Coiste Bainistaíochta Choláiste na Rinne a thromchúisí atá iompar bulaíochta agus a dhiúltaí a d'fhéadfadh a thionchar a bheith ar dhaltaí, agus geallann an Coláiste dá réir cloí leis na príomhphrionsabail dea-chleachtais seo a leanas agus iompar bulaíochta á chosc agus á chomhrac;

- Cultúr dearfach a bheith i réim sa Choláiste;
 - ina nglactar go fonnmar le difríocht agus le héagsúlacht agus ina léirítear meas ar chuimsitheacht;
 - ina spreagtar daltaí chun iompar bulaíochta a nochtadh agus a phlé i dtimpeallacht neamhbhagrach; agus
 - ina gcuirtear caidreamh bunaithe ar mheas chun cinn i measc phobail an Choláiste.
- Ceannaireacht éifeachtach.
- Cur chuige ar bhonn Choláiste uile.
- Tuiscint i bpáirt faoin rud is bulaíocht ann agus faoin tionchar is féidir a bheith aige.
- Feidhmiú straitéisí oideachais agus coiscthe (lena n-áirítear bearta chun feasacht a mhúscailt)
 - a chothaíonn ionbhá, meas agus athléimneacht sna daltaí.
 - ina dtéitear i ngleic go sainráite le cibearbhulaíocht agus le bulaíocht bunaithe ar

2 Aims of the Policy

The Management Committee recognises the serious nature of bullying and the negative impact that it can have on the lives of students and is, therefore, fully committed to the following key principles of best practice in preventing and tackling bullying behaviour;

- A positive College culture and climate exists which;
 - is welcoming of difference and diversity and is based on inclusivity;
 - encourages students to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
 - promotes respectful relationships across the College community.
- There is effective leadership.
- A College-wide approach is used.
- There is a shared understanding of what bullying is and its impact on others.
- Implementation of education and prevention strategies (including awareness raising measures) that;
 - build empathy, respect and resilience in students; and
 - explicitly address the issues of cyber-bullying and identity-based bullying including in

aitheantas, lena n-áirítear
bulaíocht homafóbach
agus trasfóbach.

- Maoirseacht agus monatóireacht éifeachtach ar dhaltaí;
- Tacaíochtaí don fhoireann;
- Teagmhais bhulaíochta a thaifeadadh agus a imscrúdú ar shlí chomhsheasmhach agus obair leantach a dhéanamh ina dtaobh (lena n-áirítear straitéisí aitheanta idirghabhála a úsáid);
- Meastóireacht leanúnach ar a éifeachtaí is atá an beartas frithbhulaíochta.

particular, homophobic
and transphobic
bullying.

- Effective supervision and monitoring of students.
- Supports for staff.
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies).
- On-going evaluation of the effectiveness of the anti-bullying policy.

3 Sainmhíniú ar Bhulaíocht

'An rud a thuigtear le bulaíocht ná iompar spriocdhírthe, ar líne nó as líne, a dhéanann dochar. Is féidir leis an dochar a dhéantar a bheith fisiciúil, sóisialta agus/nó mothúchánach. Déantar iompar bulaíochta arís agus arís eile le himeacht ama agus baineann sé le héagothroime cumhachta i gcaidrimh idir beirt nó grúpaí daoine sa tsochaí

Áirítear na cineálacha iompair bhulaíochta seo a leanas ar an sainmhíniú ar bhulaíocht;

- duine a fhágáil as an áireamh d'aon ghnó, gabháil do chúlchaint mhailíseach agus do chineálacha eile caidrimh bhulaíochta idir dhaoine;
- cibearbhulaíocht.
- bulaíocht bunaithe ar aitheantas, ar nós bulaíocht homafóbach, bulaíocht chiníoch, bulaíocht bunaithe ar bhallraíocht den Lucht Siúil agus bulaíocht ar

3 Definition of Bullying

'Bullying is 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 following types of bullying behaviour are included in the definition of bullying;

- deliberate exclusion, malicious gossip and other forms of relational bullying.
- cyber-bullying.
- identity-based bullying such as homophobic bullying, racist bullying, bullying based on a person's membership of the Traveller community and bullying of those with

dhuine faoi mhíchumas nó ar
dhuine a bhfuil riachtanais
speisialta oideachais aici/aige.

Ní chuimsíonn an sainmhíniú seo ar
bhulaíocht teagmhais aonraithe nó
teagmhais aon uaire d'iompar diúltach
d'aon turas, lena n-áirítear
téacsteachtairacht mhaslach nó
goilliúnach aon uaire nó
teachtairachtaí príobháideacha eile
agus ba cheart déileáil leo, mar is cuí, de
réir chóid iompair an Choláiste.

Ach, i bhfianaise an bheartais seo,
féachfar ar theachtairacht, íomhá nó
ráiteas poiblí goilliúnach aon uaire ar
shuíomh gréasáin líonra poiblí nó ar
fhóram poiblí eile ar féidir an
teachtairacht, an íomhá nó an ráiteas
sin a fheiceáil air agus/nó a bheith
athráite ag daoine eile mar iompar
bulaíochta.

Iompar diúltach nach n-áirítear ins an
sainmhíniú seo ar bhulaíocht, déileálfar
leis de réir chóid iompair an Choláiste.

Aithníonn Coiste Bainistaíochta
Choláiste na Rinne go bhfuil trí pháirtí in
aon eachtra bulaíochta:

- na daoine atá freagrach as an
iompar bulaíochta
- na daoine atá ag fulaingt as an
iompar seo
- na daoine a fheiceann an
bulaíocht

Beidh foireann an Choláiste ag obair le
gach páirtí agus iad ag dul i ngleic le
hiompar bhulaíochta.

Gheofar eolas breise ar na cineálacha
éagsúla bulaíochta i Roinn 3 agus Roinn
4 de na Gnásanna Frithbhulaíochta
Bunscoile agus Iar-bhunscoile.

disabilities or additional
educational needs.

Isolated or once-off incidents of
intentional negative behaviour,
including a once-off offensive or
hurtful text message or other private
messaging, do not fall within the
definition of bullying and will be dealt
with, as appropriate, in accordance
with the College's code of behaviour.

However, in the context of this policy,
placing a once-off offensive or hurtful
public message, image or statement
on a social network site or other
public forum where that message,
image or statement can be viewed
and/or repeated by other people will
be regarded as bullying behaviour.

Negative behaviour that does not
meet this definition of bullying will be
dealt with in accordance with the
College's code of behaviour.

The College acknowledges that there
are three parties involved in bullying –

- those who bully
- those who are bullied
- those who witness the
bullying....

Remember: There are no innocent
bystanders

Staff and teachers bear this in mind
when dealing with bullying incidences
and try to support and work with all
parties involved.

Information on the impact, indicators
and other characteristics of bullying
behaviour is set out in Sections 3 and

CUIMHNIGH: Uirlis riachtanach don bhulaí is ea an tost.

4 Bulaíocht a Imscrúdú

Seo a leanas ‘na daoine ábhartha’ a dhéanfaidh bulaíocht a imscrúdú agus a déileálfadh leis:

- Is féidir le dalta nó tuismitheoir imní bulaíochta a thuairisc d’aon Bainisteoir Feidhme sa Choláiste. Ní mór do Bhainisteoir Feidhme aonair glacadh le stráitéisí cuí maidir le tuairisciú d’eachtraí bulaíochta de réir polasaí frithbhulaíochta an Choláiste.
- Is “daoine ábhartha” iad gach ball d’fhoireann teagaisc an Choláiste, sé sin, na múinteoirí ar na Cúrsaí Samhraidh nó ar aon chúrsa faoi choimirce an Cholaiste.

5 Straitéisí d’Fhonn Bulaíocht a Chosc

Seo a leanas na straitéisí oideachais agus coiscthe a bheidh in úsáid sa Choláiste;

- Cothaítear meas do gach uile duine agus ardchaighdeán béasaí ar fud an Choláiste.
- Cothaítear féin-mheas i measc na ndaltaí trí dhifríochtaí / gnóthachtálacha indibhidiúla a cheiliúradh, trí aitheantas agus luaíocht a thabhairt do dhea-

4 of the Anti-Bullying Procedures for Primary and Post-Primary Schools.

REMEMBER: Your silence is the bully’s greatest weapon.

4 Investigating Incidents of Bullying

The ‘relevant person(s)’ for investigating and dealing with bullying in the College are as follows;

- A pupil or parent may bring a bullying concern to any Bainisteoir Feidhme in the College or any “relevant teacher” i.e. a registered teacher employed by Coláiste na Rinne on Summer Courses or any other courses operating under the auspices of Coláiste na Rinne.
- Appropriate measures must be taken regarding reports of bullying behaviour in accordance with the College’s anti-bullying policy.

5 Strategies for the Prevention of Bullying

A positive College climate is promoted through the following initiatives;

- A continuous College-wide promotion of respect for all and the illustration of mannerly conduct to a high standard.
- Cyber-bullying is discussed and highlighted.
- Positive self-esteem is fostered among the students by

iompar agus trí dheiseanna a thabhairt i gcóir ratha.

- Cabhraítear le daltaí comhbhá a fhorbairt trí mhothúcháin a phlé agus trí iarracht a dhéanamh iad féin a chur in ionad daoine eile.
- Freagraíonn na Bainisteoirí Feidhme go híogaireach do dhaltaí a nochtann eachtraí bulaíochta.
- Pléitear polasaí frith-bhulaíochta an Choláiste go rialta leis na daltaí. (Tionól)
- Bíonn baill foirne airdeallach ach go háirithe ó thaobh monatóireacht a dhéanamh ar dhaltaí a mheastar a bheith i gcontúirt bulaíochta.
- Déantar imscrúdú ar gach eachtra bulaíochta a nochtar.
- Déantar plé agus cuirtear béim faoi leith ar an gcibearbhulaíocht.
- Tá baill an Choiste Bainistíochta ar an eolas faoi pholasaí an Choláiste ar bhulaíocht agus cuireann siad chun cinn é go gníomhach agus go leanúnach i measc baill foirne, tuismitheoirí agus daltaí.
- Cuireann tuismitheoirí le polasaí an Choláiste ar bhulaíocht agus tacaíonn siad leis trí spreagadh a thabhairt d'iompar dearfach sa bhaile agus sa Choláiste, trí bheith ar an airdeall do chomharthaí agus do shiomtóim go bhfuil bulaíocht á dhéanamh ar a bpáiste nó go bhfuil sé nó sí ag déanamh bulaíochta ar dhaoine eile, tríd a gcuid imní a chur in iúl do mhuintir an Choláiste.

celebrating individual differences/achievements, by acknowledging and rewarding good behaviour and by providing opportunities for success.

- Students are helped to develop empathy by discussing feelings and by trying to put themselves in the place of others.
- All staff respond sensitively to students who disclose incidents of bullying.
- The College's anti-bullying policy is discussed regularly with the students.
- All Staff are particularly vigilant in monitoring students who are considered at risk of bullying/ being bullied.
- All disclosed incidents of bullying are investigated.
- Members of the Management Committee are familiar with the College's policy on bullying and actively promote it on a repeated basis among staff, parents and students.
- Parents contribute to and support the College's policy on bullying by encouraging positive behaviour both at home and at the College, by being vigilant for signs and symptoms that their child is being bullied or is bullying others and by communicating concerns to the College.

Leanann an Coláiste feasacht na bulaíochta mar fhoirm d'iompar inghlactha trí;

- Tionól rialta chun an polasaí frithbhulaíochta a chur i gcuimhne do na daltaí.
- Feachtas frithbhulaíochta a chur ar bun trí fhógraí mar:
- Ní háit do bhulaithe é seo
- Ná déan bulaíocht
- Inis dúinn....má tá bulaíocht ar siúl nó má tá fadhb agat"
- Inis dúinn má tá fadhb ag cara leat
- Bí deas liom is beidh mé deas leat
- Bíodh meas againn ar a chéile
- Bata i lámha an bhulaí is ea do chiúnas
- Níl fáilte roimh bulaithe anseo

Cuirfidh cleachtas maoirseachta an Choláiste go mór leis na stráitéisí atá againn d'fhonn bulaíocht a chosc trí deimhin a dhéanamh de go mbíonn maoirseacht agus monatóireacht déanta ar gach cuid den chlós, de na siúltáin, de na leithrisí, de na suanliosanna agus seomraí eile a bhíonn in úsáid ag na páistí, le linn amanta sosa. Moltar don fhoireann neamh-theagaisc ar nós cinnirí, rúnaithe, altraí, foireann na cistine/an tseomra bia, foireann cothabhála agus foireann an tí, aon eachtra bulaíochta a thugann siad faoi deara nó a chloiseann siad faoi a thuairisciú do Bhainisteoir(i) Feidhme nó múinteoir ábhártha a luaithe is féidir.

The College also maintains awareness of bullying as a form of unacceptable behaviour through:

- Assemblies to remind students of the College's anti-bullying policy.
- Encouraging children to report instances of bullying behaviour and referring to College anti-bullying signs:
- "Na déan bulaíocht". "Ní háit do bhulaithe é seo". "Níl fáilte roimh bulaithe anseo". "Inis dúinn má tá bulaíocht ar siúl" "Cabhraíonn DO chiúnas leis an mbulaí"
- "Bí deas liom is beidh mé deas leat".
- "Bata i lámha na bhulaí is ea do chiúnas".
- "Ná dean beag is fiú de dhaoine"

The College's supervision practices will also act as a strategy for prevention of bullying behaviour through ensuring that as far as possible that all sections of the play areas are supervised at break times, that corridors, shower areas and toilets and all other areas frequented by students, dining room and dormitories, are monitored. All College staff are encouraged to report any incidents of bullying behaviour witnessed by them, or mentioned to them, to the appropriate Bainisteoir Feidhme.

6 Nósanna Imeachta chun Déileáil le h- Eachtraí Bulaíochta

Ba cheart do Bhainisteoir(i) Feidhme nó an duine ábhártha nóta a dhéanamh de gach tuairisc bulaíochta, cuma cé chomh mionchúiseach is atá siad, imscrúdu a dhéanamh orthu agus déileáil leo. Sa chaoi sin, beidh muinín ag daltaí as a bheith ag 'insint'. Tá ceist seo na muiníne thar a bheith tábhachtach. Bíonn fograí mar atá luaite sa mhír deireanach in airde ar fud an Choláiste chun a chur i gcuimhne do scoláirí eachtraí bulaíochta a chur in iúl.

- Is é an phríomhaidhm a bheidh ag pé duine ábhartha agus bulaíocht á imscrúdú aici/aige ná aghaidh a thabhairt ar aon cheist is gá a réiteach agus an gaol idir na páirtithe i dtrácht a chur ar ais mar a bhí an oiread is indéanta sin (seachas milleán a chur).
- Feidhmeoidh an Bainisteoir(i) Feidhme nó an múinteoir ábhartha a b(h)reithiúnas gairmiúil chun a chinntiú cé acu ar tharla nó nár tharla bulaíocht agus conas ab fhearr déileáil leis an bhfadhb.
- Ní mór don Bhainisteoir(i) Feidhme ábhartha nó an múinteoir ábhartha gach tuairisc, fiú lena n-áirítear tuairiscí gan ainm, a imscrúdú agus déileáil leo.
- Ní mór an fhoireann neamhtheagaisc – cinnirí, rúnaithe, altraí, foireann na cistine agus an tseomra bia,

6 Procedures for Dealing with Incidents of Bullying

All reports of bullying, no matter how trivial, should be noted, investigated and dealt with by a Bainisteoir Feidhme or Relevant Teacher. In that way students will gain confidence in 'telling'. This confidence factor is of vital importance. As a reminder to students 'Inis Dúinn' posters are displayed. "Bí deas le gach duine". Bí deas liom is beidh mé deas leatsa. Ná bac leis an mbulaí. Cabhraíonn do chiúnas leis an mbulaí. Níl fáilte roimh bulaithe anseo. Bata i lámha an bhulaí is ea do chiúnas.

- The primary aim for the relevant Bainisteoir Feidhme / Relevant Teacher in investigating and dealing with bullying is to resolve any issues and to restore, as far as is practicable, the relationships of the parties involved (rather than to apportion blame).
- The Bainisteoir Feidhme / Relevant teacher will exercise his/her professional judgement to determine whether bullying has occurred and how best the situation might be resolved.
- Reports, including anonymous reports of alleged bullying will be investigated and dealt with

foireann cothabhála agus foireann an tí – a spreagadh chun aon teagmhas d'iompar bhulaíochta a fheiceann siad, nó a luaitear leo, a thuairisciú don Bainisteoir(i) Feidhme ábhartha nó an múinteoir ábhartha.

- Ní mór do thuismitheoirí agus scoláirí comhoibriú le haon fhiosrú agus cuidiú leis an gColáiste aon cheisteanna a réiteach agus caidreamh na bpáirtithe atá i gceist a athbhunú, chomh fada agus is féidir, chomh mear agus is féidir.
- Tá sé thar a bheith tábhachtach go dtuigeann gach duine atá páirteach an cur chuige thuas ón tús.
- Glacfaidh Bainisteoir Feidhme / Múinteoir Ábhartha cur chuige réitithe fadhbanna suaimhneach neamh-mhothúchánach agus í/é ag déileáil le heachtraí iompraíochta líomhnaithe bulaíochta arna dtuairisciú ag scoláirí, baill foirne nó tuismitheoirí.
- Is fearr de ghnáth teagmhais a imscrúdú in áit chiúin chun príobháideacht gach duine atá bainteach leis a chosaint.
- Reáchtálfar agallaimh le híogaireacht agus aird chuí ar chearta na mac léinn ar fad atá i gceist.
- Ba cheart don Bhainisteoir(i) Feidhme nó múinteoir ábhartha freagraí a lorg ar na ceisteanna cad, cá háit, cathain, cén duine nó cé hiad na daoine, agus cad chuige? Ba cheart na ceisteanna sin a chur go ciúin síochánta,

by the relevant Bainisteoir Feidhme / Relevant Teacher. This confidence factor is of vital importance.

- Non-teaching staff are encouraged to report any incidents of bullying behaviour witnessed by them to the relevant Bainisteoir Feidhme / Relevant Teacher.
- Parents and students are required to co-operate with any investigation and assist the Coláiste in resolving any issues and restoring, as far as is practicable, the relationships of the parties involved as quickly as possible.
- It is very important that all involved understand the above approach from the outset.
- A Bainisteoir Feidhme / Relevant Teacher will take a calm, unemotional problem-solving approach when dealing with incidents of alleged bullying behaviour reported by students, staff or parents.
- Incidents are generally best investigated where there is an element of privacy offered.
- Interviews will be conducted with sensitivity and with due regard to the rights of all students concerned.
- When analysing incidents of bullying behaviour, the Bainisteoir Feidhme/Relevant

chun sampla a thabhairt den slí le déileáil le coimhlint go héifeachtach neamhionsaitheacht.

- Má bhíonn grúpa i gceist, ba cheart agallamh a chur ar gach duine den ghrúpa ina nduine agus ina nduine. Ba cheart labhairt leis an ngrúpa ar fad ina dhiaidh sin. Ag an gcruinniú grúpa, ba cheart iarraidh ar gach ball cuntas a thabhairt ar an méid a chonaic sé/sí le bheith cinnte go gcloiseann an grúpa ar fad cuntais a chéile.
- Ba chóir tacaíocht a thabhairt do gach ball den ghrúpa trí na brúnna a d'fhéadfadh a bheith orthu ó bhaill eile an ghrúpa tar éis agallamh leis an mBainisteoir Feidhme/Múinteoir Ábhartha.
- Glactar leis go bhfuil sé oiriúnach nó cabhrach iarraidh ar na daoine a bhí bainteach leis an teagmhas a gcuntas ar an eachtra a scríobh síos.
- I gcásanna ina gcinneann an Bainisteoir(i) Feidhme nó múinteoir ábhartha go ndearnadh bulaíocht, ba cheart teagmháil a dhéanamh, a luaithe is féidir, le tuismitheoirí na bpáirtithe chun iad a chur ar an eolas faoin scéal.
- Sa chás go bhfuil an Bainisteoir Feidhme / Múinteoir Ábhartha tar éis a chinneadh a dhéanamh go bhfuil scoláire gafa le hiompar bulaíochta, ba chóir a chur in iúl go soiléir conas atá sé/sí ag sárú polasaí frithbhulaíochta an Choláiste agus ba chóir iarradh air/uirthi féachaint ar an gcás ó

Teacher will seek answers to questions of what, where, when, who and why, in a calm manner.

- If a group is involved, each member should be interviewed individually at first. Thereafter, all those involved should be met as a group.
- Each member of a group should be supported through the possible pressures that they may face them from the other members of the group after interview by the Bainisteoir Feidhme/ Relevant Teacher.
- Those involved will be asked to write down their account of the incident(s).
- In cases where it has been determined by the Bainisteoir Feidhme /Relevant Teacher that bullying behaviour has occurred, the parents of the parties involved should be contacted at an early stage to inform them of the matter and explain the actions being taken (by reference to the College policy).
- Where the Bainisteoir Feidhme / Relevant Teacher has determined that a pupil has been engaged in bullying behaviour, it should be made clear to him/her how he/she is in breach of the College's anti-bullying policy and efforts should be made to try to get him/her

thaobh an scoláire/na scoláirí a bhfuil bulaíocht á déanamh air/uirthi/orthu.

- Ní mór é a bheith soiléir don uile dhuine atá bainteach leis an eachtra nó in aon chás ina mbíonn gá le smachtú, gur ceist phríobháideach í idir an dalta atá á smachtú, a t(h)uismitheoirí nó Chaomhnóir(i) agus an Coláiste.
- Ba cheart cruinnithe breise leis na páirtithe a ghairm chun iarracht a dhéanamh iad a thabhairt le chéile níos faide anonn má bhíonn an dalta a ndearnadh bulaíocht air/uirthi sásta leis sin.
- I gcásanna ina mheasann an Bainisteoir(i) Feidhme nó múinteoir ábhartha nár caitheadh go leordhóthanach leis an iompar bulaíochta laistigh de 20 lá oibre tar éis dó/di a chinneadh gur tharla iompar bulaíochta, ní mór don Bhainisteoir(i) Feidhme nó an múinteoir ábhartha é sin a thaifead ar an dteimpléad taifeadta caighdeánaithe (Aguisín 1) agus ní mór don Bainisteoir(i) Feidhme nó an múinteoir ábhartha cóip den taifead seo a thabhairt don Stiúrthóir nó do Phríomhoide an chúrsa mar is cuí.
- Tabhair faoi deara, i gcásanna ina mheasann an Bainisteoir(i) Feidhme nó múinteoir ábhartha go bhfuil sé oiriúnach, go ndéanfaidh an Coláiste iompair bulaíochta a thaifead agus a thuairisc don Stiúrthóir nó Príomhoide an chúrsa de réir polasaí frithbhulaíochta an Cholaíste.

to see the situation from the perspective of the pupil(s) being bullied.

- It must also be made clear to all involved that this is a private matter between the pupil being disciplined, his or her parents and the College.
- Follow-up meetings with the relevant parties involved should be arranged separately with a view to possibly bringing them together at a later date if the pupil who has been bullied is ready and agreeable.
- In cases where the Bainisteoir Feidhme / Relevant Teacher considers that the bullying behaviour has not been adequately and appropriately addressed within 20 working days after he/she has determined that bullying behaviour has occurred, it must be recorded by the Bainisteoir Feidhme/Relevant Teacher using the standardised recording template (Appendix 1). A copy must be provided to the Stiúrthóir or Príomhoide an chúrsa.
- It is also important to note that the Coláiste has decided where the Bainisteoir Feidhme / Relevant Teacher deems it appropriate, as part of its anti-bullying policy, that bullying behaviour will be recorded and reported to

- Cuirfidh an Bainisteoir(i) Feidhme an Stiúrthóir, nó i gcás mhúinteora ábhartha an Príomh Oide, ar an eolas faoi na hiarmhairtí cuí a bhaineann agus é/ í ag deileáil leis an iompar.

Ní mór na tosca seo a leanas a chur san áireamh;

- Ar scoireadh den iompar bulaíochta ó shin?
- Ar réitíodh, a mhéad ab fhéidir, aon cheist a bhí le réiteach idir na páirtithe?
- An bhfuil an caidreamh idir na páirtithe curtha ar ais mar a bhí, a mhéad is indéanta.
- Aon aiseolas a fuarthas ó na páirtithe i dtrácht, óna dtuismitheoirí nó ón Stiúrthóir / bPríomh Oide
- I gcás nach bhfuil tuismitheoir sásta gur dhéileáil an Coláiste le cas bulaíochta i gcomhréir leis na gnásanna seo, ní mór gnásanna an Choláiste maidir le gearán a dhéanamh a chur in iúl don tuismitheoir.
- I gcás ina mbaineann an tuismitheoir úsáid as gnásanna an Choláiste maidir le gearán a dhéanamh agus nach bhfuil sí/sé sásta fós, ní mór don Choláiste a insint don tuismitheoir go bhfuil sé de cheart aici/aige gearán a dhéanamh le hOmbudsman do Leanaí.

the Stiúrthóir or Príomhoide an Chúrsa.

- The Bainisteoir Feidhme / Relevant Teacher will inform the Stiúrthóir or Príomhoide an Chúrsa of the issues involved when dealing with the behaviour.

The following factors will be taken into account;

- Whether or not the bullying behaviour has ceased.
- Whether any issues between the parties have been resolved as far as is practicable.
- Whether the relationships between the parties have been restored as far as is practicable.
- Any feedback received from the parties involved, their parents. Stiúrthóir an Choláiste, Príomhoide an Chúrsa or Bainisteoir Feidhme.
- Where a parent is not satisfied that the College has dealt with a bullying case in accordance with these procedures, the parents must be referred, as appropriate, to the College's complaints procedures.
- In the event that a parent has exhausted the College's complaints procedures and is still not satisfied, the College must advise the parents of their right to make a complaint to the Ombudsman for Children.

7 Coiste Bainistíochta an Choláiste

- Ní mór do Choiste Bainistíochta an Choláiste a chinntiú go mbíonn gnásanna soiléire ag an gColáiste chun iompar bulaíochta a nótáil agus a thuairisciú go foirmiúil agus ní mór na gnásanna sin a bheith doiciméadaithe mar chuid de bheartas frithbhulaíochta an Choláiste. Ní mór don Choiste Bainistíochta athbhreithniú bliantúil a dhéanamh ar bheartas frithbhulaíochta an Choláiste agus ar an tslí ina gcuirtear chun feidhme é.
- Tá sé riachtanach don Chóláiste ionad sábháilte a chur ar fáil do gach páiste a fhreastalaíonn ar na cúrsaí. Muna n-éiríonn leis na tionscnaimh luaite thuas, cuirfidh an Stiúrthóir nó Príomhoide an chúrsa pé chúrsa atá i gceist smachtbhannaí ar bun tar éis dul i gcomhairle leis an gCoiste Bainistíochta agus na tuismitheoirí. Beidh béim i gcónaí ar iompar dearfach a lorg agus tacú le féinmheas an dalta. Is féidir leis na smachtbhannaí dul chomh fada le páiste(i) a chur ar fionraí ar feadh tréimhse. Sa chás sin beidh teangmháil leanúnach déanta leis na tuismitheoirí chun a chinntiú go bhfuil na céimeanna seo ag freastal ar riachtainisí an dalta. Aon uair a bheidh páiste curtha ar fionraí beidh scéal faighte i scríbhinn ag Cathaoirleach Choiste Bainistíochta an Choláiste, ón Stiúrthóir nó ó Phríomhoide an Chúrsa.

7 Management Committee

- The Coiste Bainistíochta ensures that the College has clear procedures for the formal noting and reporting of bullying behaviour. The Coiste Bainistíochta will undertake an annual review of the College's anti-bullying policy and its implementation in the College.
- It is the duty of the College to provide a safe environment for all the children. Should the interventions mentioned fail and the bullying continue, a programme of appropriate sanctions may be implemented by the Stiúrthóir or Príomhoide an Chúrsa in consultation with the parents and Management Committee. The sanctions implemented aim to encourage positive behaviour and support the esteem of the child. These sanctions may include a period of suspension during which there will be ongoing consultation with the parents to decide on appropriate action(s) to be taken in the best interests of the child. Suspension for any period of time will be reported in writing by the Stiúrthóir/ Príomhoide an Chúrsa to the Cathaoirleach of the Coiste Bainistíochta.
- At least once every school term, the Stiúrthóir / Príomhoide an Chúrsa will

- Ní mór do Phríomhoide an Chúrsa / Stiúrthóir tuairisciú do Choiste Bainistíochta an Choláiste uair sa téarma, ar a laghad, líon iomlán na gcásanna bulaíochta a tuairiscíodh ó tuairiscíodh don Choiste an uair dheireanach agus a dheimhniú gur déileáladh le gach cás díobh, nó go bhfuiltear ag déileáil leo, de réir bheartas frithbhulaíochta an Choláiste agus de réir na nGnásanna Frithbhulaíochta Bunscoile agus Iar-bhunscoile.

provide a report to the Coiste Bainistíochta stating the number of bullying cases reported to the Stiúrthóir / Príomhoide an Chúrsa since the previous Coiste Bainistíochta meeting and confirmation that all these cases have been, or are being dealt with in accordance with the College's anti-bullying policy.

8 Clár Tacaíochta an Choláiste

- Ní mór clár tacaíochta a bheith i bhfeidhm do dhaltáí a ndearnadh bulaíocht orthu. D'fhéadfadh comhairleoireacht agus/nó deiseanna chun a bheith rannpháirteach i ngníomhaíochtaí chun a bhféinmheas a mhéadú, a scileanna chairdis agus shóisialta a fhorbairt agus athléimneacht a chothú iontu a bheith ag teastáil ó dhaltáí mar sin.
- D'fhéadfadh comhairleoireacht a bheith de dhíth ar dhaltáí a ghabhann d'iompar bulaíochta chun gur féidir leo bealaí eile a fhoghlaim chun a gcuid riachtanas a chomhlíonadh gan cearta daoine eile a shárú.
- Daltáí a thugann teagmhais d'iompar bulaíochta faoi deara, ba cheart iad a spreagadh

8 Supports for Students Affected by Bullying

- A programme of support for students who have been bullied is in place. Such students may need counselling and/or opportunities to participate in activities designed to raise their self-esteem, to develop their friendship and social skills and thereby build resilience whenever this is needed.
- Students who engage in bullying behaviour may need counselling to help them learn other ways of meeting their needs without violating the rights of others.
- Students who observe incidents of bullying behaviour should be encouraged to discuss them with Bainisteoir(i) Feidhme.
- Reference sheets:

chun na teagmhais sin a phlé le múinteoir abhartha nó Bainisteoir Feidhme.

- Bileoga tagartha:
 - Teimpléad chun iompar bulaíochta a thaifeadadh (Aguisín 1)
 - Ag smaoineamh ar d'iompar (Aguisín 2)
 - Cleachtais Aisiríoch (Aguisín 3)
- Beidh an polasaí ar fáil ar suíomh idirlíon an Choláiste – www.anrinn.com

- Template for recording bullying behaviour (Appendix 1)
- Thinking about your behaviour (Appendix 2)
- Restorative Practices (Appendix 3)

- The policy will be available on the Coláiste na Rinne website: www.anrinn.com

9 Maoirseacht agus Monatóireacht Éifeachtach ar Dhaltaí

Deimhníonn Coiste Bainistíochta Choláiste na Rinne go bhfuil beartais agus cleachtais chuí mhaoirseachta agus monatóireachta i bhfeidhm chun iompar bulaíochta a chosc agus chun déileáil leis agus chun idirghabháil luath a éascú más féidir.

9 Supervision and Monitoring of Students

The Management Committee of Coláiste na Rinne confirms that appropriate supervision and monitoring policies and practices are in place to both prevent and deal with bullying behaviour and to facilitate early intervention where possible.

10 An Ciapadh a Chosc

Deimhníonn Coiste Bainistíochta Choláiste na Rinne go ndéanfaidh an Coláiste, de réir a oibleagáidí faoin reachtaíocht chomhionannais, gach beart is indéanta go praiticiúil chun daltaí agus baill foirne a chosaint ar chiapadh gnéasach agus ar chiapadh ar aon cheann de na naoi bhforas, mar atá inscne lena n-áirítear

10 Prevention of Harassment

The Management Committee of Coláiste na Rinne confirms that the College will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of students or staff or the harassment of students or staff on any of the nine grounds specified i.e.

trasinscne, stádas sibhialta, stádas teaghlaigh, treoshuíomh gnéasach, reiligiún, aois, míchumas, cine nó ballraíocht den Lucht Siúil.

gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

10 Athbhreithniú ar an bPolasaí

Athbhreithneoidh Coiste Bainistíochta an Choláiste an polasaí seo agus a fheidhmiú uair amháin i ngach scoilbhliain.

11 Policy Review

This policy and its implementation will be reviewed by the Management Committee of Coláiste na Rinne once in every school year.

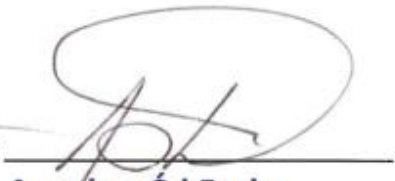
11 Faomhadh an Pholasaí

Ghlac Coiste Bainistíochta Choláiste na Rinne leis an bpolasaí seo ag cruinniú den Choiste ar an 15 Feabhra 2025.

12 Policy Approval

This policy was adopted by the Management Committee of Coláiste na Rinne at its meeting on 15th February 2025.

Síniú:


Aonghus Ó hEocha
Cathaoirleach
Coláiste na Rinne

Dáta:

15.2.25

Síniú:


Críostóir Ó Faoláin
Stiúrthóir
Coláiste na Rinne

Dáta:

15/02/25



Aguisín 1

Teimpléad chun iompar bulaíochta a thaifeadadh

1. Cód an dalta a bhfuil bulaíocht liomhnaithe á dhéanamh air/uirthi

2. Cód: _____ Suanlios/Tigh: _____

3. Cód(anna) atá ag gabháil d'iompar bulaíochta liomhnaithe

4. Foinse den bhuairt/ inní bulaíochta (ticeáil na boscaí cuí)

An dalta i dtrácht	
Dalta eile	
Tuismitheoir	
Múinteoir	
Eile	

5. An áit ar tharla na heachtraí (ticeáil na boscaí cuí)

Clós	
Seomra ranga	
Siúltán	
Leithrisí	
Seomra Bia	
Suanlios	
Eile	

6. Ainm an té a thuairiscigh an iompar bulaíochta : _____

7. Cineál an iompair bulaíochta liomhnaithe (ticeáil na boscaí cuí)

Ionsaitheach Fhisiciúil		Cibearbhulaíocht	
Dochar do mhaoín		Imeaglú	
Aonrú/ Eisiámh		Cúlchaint Mhailíseah	
Ainmneacha maslacha a thabhairt		Eile (sonraigh)	

8. I gcás iompair liomhnaithe a bhféachtar air mar bhulaíocht ar aitheantas, sonraigh;

Homaföbach	Míchumas/ ROS	Ciníoch	Ballraíocht den Lucht Siúil	Eile (sonraigh)

9. Cur síos gairid ar an iompar bulaíochta liomhnaithe agus ar a thionchar (ceangail nótaí)

10. Sonraí na mbeart a rinneadh (ceangail nótaí)

Sínithe : _____ (Múinteoir Abhartha/Bainisteoir Feidhme) Dáta : _____
Dáta a cuireadh é ar aghaidh chuig an bPríomhoidí/ Stiúrthóir : _____



Appendix 1. *Template for recording bullying behaviour*

1. Name of pupil allegedly being bullied and class/dormitory group

Name :

Class :

Dorm/House _____

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

3. Source of bullying concern/ report (tick all relevant boxes)

Pupil Concerned	
Other pupil	
Parent	
Teacher	
Other	

4. Location of reported incidents (tick all relevant boxes)

Playground	
Classroom	
Corridor	
Toilets	
Dining Room	
Dormitories	
Other	

5. Name of person(s) who reported the bullying behaviour : _____

6. Type of alleged bullying behaviour (tick all relevant boxes)

Physical Aggression		Cyber-bullying	
Damage to Property		Intimidation	
Isolation/ Exclusion		Malicious Gossip	
Name Calling		Other (specify)	

7. Where alleged behaviour is regarded as identity-based bullying, please indicate the category

Homophobic	Disability/ SEN	Racist	Membership Travelling Community	Other (specify)

8. Brief description of alleged bullying behaviour and its impact (attach notes/report)

9. Details of actions taken (attach notes/ report is desired)

Signed :

(Bainisteoir Feidhme/Relevant Teacher) Date :

Date submitted to Stiúrthóir / Príomhoide an Chúrsa :



Aguisín 2

AG MACHNAMH AR D'IOMPAR

Freagair na ceisteanna in abairtí iomlána ag usáid an cuid is mó de na focail sa cheist.

Cuimhnigh go cúramach ar na freagraí.

1. Conas go bhfuil tú i dtrioblóid?

2. Cad a dhein tú?

3. Cad is féidir a dhéanamh chun trioblóid a sheachaint?



Appendix 2

THINKING ABOUT YOUR BEHAVIOUR

Answer the following questions in complete sentences, using most of the words in the question in your answer.

Please think carefully about your answers

1. What did you do that got you into trouble?

2. Why was it wrong to do what you did?

3. What can you do differently in the future so that you will not get into trouble?



Aguisín 3

Ceisteanna Aisiríocha

Don té atá thíos leis an mbulaíocht

1. Cad a cheap tú nuair a thug tú faoi ndeara cad a tharla?
2. Conas a chuir an eachtra seo isteach ort?
3. Cad é an rud is deara duit san eachtra seo?
4. Conas a bhféadfadh cúrsaí a láimhseáil in aon slí eile?
5. Cad is ceart a dhéanamh chun cúrsaí a réiteach?

Nuair atá éagóir déanta ag an duine seo ar duine eile

1. Cad a tharla?
2. Cad ar a bhí tú ag smaoineamh ag an am?
3. Ar dhein tú machnamh ar an eachtra ó shin?
4. Conas ar chuir d'iompar isteach ar aon duine eile?
5. Dá mbeadh do rogha agat an dhéanfá i slí eile?
6. Cad a dhéanfá chun cúrsaí a chuir i gceart?

Bheadh sé i gceist na páirtithe a thógaint le chéile chun tuiscint níos fearr a fháil ar cad a tharla idir an bheirt/an grúpa agus teacht ar réiteach sáisúil.



Appendix 3

Restorative Practices

Restorative Practices are designed to restore damaged relationships between individuals or groups. They require that the 'offender' acknowledges wrongdoing and the harm they have caused, and then acts restoratively, e.g. through an apology and compensatory action.

This approach may be applied at an informal meeting which the offender(s) and target(s) meet together with other interested parties, e.g. parents, Bainisteoir(i) Feidhme, or in a setting with students as participants, or in a meeting at which the 'bully' and the 'victim' are present. For the latter, here is a possible script.

The practitioner follows the script given below with partners playing the parts of 'bully' and 'victim'.

1. In the presence of the victim, 'the bully' is asked the following questions:
 - What happened?
 - What were you thinking of at the time?
 - What have you thought about since?
 - Who has been affected by what you have done?
 - In what way?
2. The practitioner now switches to the victim.
 - What did you think when you realised what had happened?
 - What have you thought about since?
 - What impact has this incident had on you and others?
 - What has been the hardest thing for you?
 - What do you think needs to happen to make things right?
3. Next, it is back to the bully.
 - What do you think you need to do to make things right?
 - How can we make sure this doesn't happen again?

After a restorative action has been suggested, undertaken and (importantly) accepted by the target, the case may be concluded, though the situation may continue to be monitored.

- What assumptions does this method make about the nature of the bully?
- Under what circumstances do you think this method should be employed?