Redwood N.S., Redwood, lorrha, nenagh.

Introduction

In compliance with Section 23 of the Education (Welfare) Act 2000, the Board of Management of Redwood National School has prepared and made available a Code of Behaviour for its Pupils, Staff and Parents.

The Code of Behaviour details:

1. The standards of behaviour that shall be observed by each pupil attending the school;
2. The whole school approach in promoting positive behaviour;
3. The measures that shall be taken when a pupil fails or refuses to observe those standards;
4. The procedures to be followed before a pupil may be suspended or expelled from the school concerned;
5. The grounds for removing a suspension imposed in relation to a pupil
6. The school’s Anti-Bullying Policy; and
7. The procedures to be followed in relation to a child’s absence from school.

The Code of Behaviour of Redwood N.S. has been developed in accordance with *‘Developing a Code of* *Behaviour: Guidelines for Schools’, National Educational Welfare Board, 2008*.

Policy Formulation

In formulating this policy the Board of Management completed the following steps;

1. Staff were informed that an initial draft of the Code of Behaviour was available and they were invited to make submissions on the content of the code.
2. Class teachers were requested to discuss the topic of ‘rules’ with their classes and submit a list of pupils suggestions to the Principal.
3. The initial draft of the Code of Behaviour was reviewed and where appropriate amended in-line with the feedback received.
4. The finalised draft of the policy was submitted for the Patron’s Approval.

aims & objectives of the Code

The aims and objectives of the code are:

* To allow the school to function in an orderly way where children can make progress in all aspects of their development
* To create an atmosphere of respect, tolerance and consideration for others
* To promote positive behaviour and self-discipline, recognising the differences between children and the need to accommodate these differences
* To ensure the safety and well being of all members of the school community
* To assist school staff, parents and pupils in understanding the systems and procedures that form part of the code of behaviour and to seek their co-operation in the application of these procedures
* To ensure that the system of rules, rewards, and sanctions are implemented in a fair and consistent manner throughout the school.

Whole School Approach

The Board of Management recognises the importance of creating consistent values, policies, practices and relationships that support the Code of Behaviour. Such an environment may only be formed by involving the entire school community and in this respect the Board acknowledges the importance of the roles played by, the principal, teachers, ancillary staff and parents in the review and operation of the Code.

Standards of Behaviour

**Pupils**

***General Behaviour***

Each pupil is expected to:

* be well behaved and to show consideration for other children and adults
* show respect for the property of, the school, other children and their own belongings
* attend school on a regular basis and to be punctual
* do his/her best both in school and for homework.

***Classroom Behaviour***

Each pupil is expected to:

* listen – to the teacher and other pupils if they are speaking
* work – to the best of his/her ability
* value – school property and the belongings of fellow pupils.
* follow – the direction of his/her teacher
* obtain – his/her teachers permission to leave the classroom
* respect – the teacher, other pupils and visitors to the classroom.

***Playground (Playing Pitches) Behaviour***

Each pupil is expected to:

* play – safely avoiding any games or play that are rough or dangerous
* follow – the directions of the playground supervisor(s)
* remain – on school grounds at all times
* obtain – permission before re-entering the school building during break periods
* respect – the yard supervisor and fellow pupils
* avoid – swearing, fighting or name calling

***Behaviour during School Outings/Activities***

Each pupil is expected to:

* follow – his/her teacher’s directions at all times
* remain – with the teacher/supervisors and group of pupils at all times
* behave – politely towards those they meet on such trips
* observe – the rules of general good behaviour

**Staff**

It is the Principal’s responsibility to ensure the school’s Code of Behaviour is administered in a manner that is consistent and fair to all pupils. However each staff member has responsibility for the maintenance of discipline within common areas of the school.

Teaching staff are specifically responsible for the management of behaviour within their own class. They will:

* Discuss the Code of Behaviour with their class in an age appropriate manner at the beginning of the school year.
* Ensure the rules are displayed in the classroom.
* Encourage self-discipline and positive Behaviour.
* Ensure there is an appropriate level of supervision at all times.
* Implement the reward/sanction scheme in a fair and consistent manner.
* Keep a written record of all incidents of continued, serious or gross misconduct. This record will indicate the advice and/or warnings given to the child on the misbehaviour and, the consequences of its repetition.
* Inform pupils when instances of misbehaviour on their part are being recorded.
* Report repeated instances of serious misbehaviour to the Principal.

**Parents/Guardians**

Parents/guardians play a crucial role in shaping attitudes in their children which produce positive Behaviour in school. Parents/guardians can assist the school by encouraging their children to abide by the school rules, encouraging punctuality and regular attendance and by ensuring that homework is given due time and effort.

Should a parent/guardian be concerned about any aspect of their child’s behaviour they are welcome to make an appointment to discuss their concerns.

In cases of an identified pattern of misbehaviour parents will be invited to participate in the intervention process.

Promoting Positive Behaviour

As a general rule the school will endeavor to create an environment where positive Behaviour is reinforced through praise and reward. School staff will use encouraging language and gestures, both in class and around the school, so that positive Behaviour is instantly recognised and positively rewarded. Special attention will be paid to pupils who have previously been associated with poor Behaviour so that not only good Behaviour but also improvement in Behaviour is acknowledged.

A reward scheme for promoting positive Behaviour will be used. Such rewards could include;

* Special privileges
* Homework passes
* Golden Time
* Prize Box

Inappropriate Behaviour

In order to establish a common understanding and consistent response the Code of Behaviour classifies misbehaviour into three levels based on the degree of disruption caused by the misconduct. The Code also specifies the disciplinary actions and supportive interventions that will be employed.

**Level One**

***Level 1: Behaviours***

Level 1 behaviours are those that interfere with the orderly learning environment of the school, classroom, and common areas. Students learn through their mistakes.  To this extent, responses to the daily behaviours, which occur in school, will be developmentally appropriate, instructive and positive. Children will be taught what is expected and how they should behave.  Listed below are some examples of the types of Behaviour that are included in Level 1.  Please note the list is not exhaustive.

* Failure to prepare for class, as defined by individual teachers
* Running in the hallways
* Disturbing the work or play of others
* Disrespectful language, tone, or manner
* Ignoring staff requests

***Level 1: Disciplinary Actions***

Consequences for Level 1 behaviour are dependent upon the severity and frequency of the specific behaviour.  Teachers will discipline students at level 1.  Some examples of Level 1 responses are:

* Verbal reprimand/reminder(s)
* Reinforcement of alternative positive behaviour
* Temporary separation from peers, friends or others
* Prescribing additional work
* Loss of privileges
* Parent contact
* Behaviour contract

***Level 1 Supportive Interventions***

Listed below are some examples of Level 1 supportive actions:

* Classroom-based interventions, such as Open Circle or class meetings, with the option of informal consultation, (e.g. with parent(s)/guardian(s) or staff members)
* Discussion of behaviour with the child
* Informal notes regarding incident/intervention/date.  This information would be useful should a problem persist.

**Level Two**

***Level 2: Behaviours***

Level 2 behaviours are those that seriously interfere with the orderly environment of the school and are potentially dangerous to the safety and well being of the students and staff.  Listed below are some examples of the types of behaviour that are included in Level 2.  Please note the list is not exhaustive.

* Repeated instances of Level 1 behaviour which have not been modified by intervention
* Behaviour which is dangerous to self or others (e.g. shoving, pushing, hitting)
* Intentionally damaging school or personal property
* Stealing
* Cheating
* Use of profanity
* Derogatory reference to another person’s race, gender, religion, physical condition, disability, or ethnic origin
* Disrespectful language or behaviour toward an adult
* Possession or use of dangerous toys or sporting equipment (e.g. bow and arrows, any kind of knives, etc.)

***Level 2: Disciplinary Actions***

The disciplining of students for Level 2 behaviour is dependent upon the severity and frequency of the specific behaviour and developmentally appropriate levels.  The disciplinary actions at Level 2 are administered by the Principal, and include the formal notification of parents, with written documentation.  Some examples of Level 2 responses are:

* In school supervised detention
* Report submitted to the Board of Management
* Meeting with parent(s)/guardian(s)
* Suspension from school of one to five days, depending on the severity of the Behaviour
* Implementation of extensive Behaviour management plan

# ***Level 2: Supportive Interventions***

Listed below are some examples of Level 2 supportive actions:

* Team conference to include classroom teacher, other involved staff, Assistant Principal or Principal.
* Request for assistance from external agencies such as the National Educational Psychological Service, Health Service Executive Community Services, the National Behavioural Support Service, Child and Adolescent Mental Health Services, National Council for Special Education.
* Referral of a Child displaying behavioural problems for psychological assessment (with the parent(s)/guardian(s) consent).

**Level Three**

***Level 3: Behaviours***

Level 3 behaviours are considered the most serious violations.  These behaviours endanger the immediate health, safety and personal well being of the pupils and staff of the school.  They represent a direct threat to the orderly operation of the school environment.  Situations, which include illegal activity, may result in contact with the Garda Síochána after parental involvement.  Listed below are some examples of the types of behaviour that are included in Level 3.  Please note that the list is not exhaustive.

* Repeated or serious instances of Level 2 behaviour which have not been modified by intervention
* Setting fires
* Intentional possession or use of weapons
* Violent fighting or intentionally causing physical harm to others
* Discriminatory or prejudicial activities or actions toward another person or group involving race, gender, religion, physical condition, handicap, or ethnic origin

***Level 3: Disciplinary Actions***

Behaviour at Level 3 may involve suspension from school. The length of the suspension will depend upon the severity and frequency of the specific Behaviour.  Specific information about due process and procedures in respect of the issuing of a suspension is contained in this document.  Level 3 responses:

* **Suspension from school for one to five days:**

This response will occur with the first incidence of Level 3 behaviour or Level 2 behaviour of significant severity.  The Principal following due process and procedure, can issue a suspension.

* **Suspension from school for five to ten days:**

This response will occur with the repeated incidence of Level 3 behaviour or a severe expression of this Behaviour.  A suspension of this magnitude will only be issued with the approval of the Board of Management.

* **Expulsion:**

Repeated incidents of Level 3 behaviour can result in a pupil being expelled.

Procedures for Suspensions & Expulsions

**Suspension**

***Definition of Suspension:***

 *‘requiring the student to absent himself/herself from the school for a specified, limited period of school days’*

Developing A Code of Behaviour: Guidelines for Schools, National Educational Welfare Board

***Authority to Suspend: (Appendix 1)***

The Board of Management of Redwood N.S. has formally and in writing delegated the authority to impose an ‘Immediate Suspension’ to the Principal Teacher. An ‘Immediate Suspension’ may be for a period of one to three school days depending on the severity of the specific Behaviour, in exceptional circumstances and with the approval of the Chairperson of the Board the suspension may be for a longer period but in any event will not exceed 5 school days.

Furthermore, the Board of Management has formally and in writing delegated to the Principal Teacher the authority to impose an ‘Automatic Suspension’ for named behaviours detailed in this policy. An Automatic Suspension may be for a period of one to three school days depending on the severity of the specific behaviour, in exceptional circumstances and with the approval of the Chairperson of the Board the suspension may be for a longer period but in any event will not exceed 5 school days.

The Board retains its authority to suspend a student in all other cases/circumstances.

***Immediate Suspension and Automatic Suspension***

An ‘Immediate Suspension’ will be deemed to be necessary where after a preliminary investigation the Principal reaches the determination that the continued presence of the pupil in the school at the time would represent a serious threat to the safety and wellbeing of pupils or staff of the school. An ‘Immediate Suspension’ may be for a period of one to three school days depending on the severity of the specific Behaviour, in exceptional circumstances and with the approval of the Chairperson of the Board the suspension may be for a longer period but in any event will not exceed 5 school days.

An ‘Automatic Suspension’ is a suspension imposed for named behaviours. The Board of Management of Redwood N.S., having given due consideration to its duty of care as prescribed by Health & Safety Legislation, has determined that the following named behaviours will incur ‘Automatic Suspension’ as a sanction;

* Physical assault/violence resulting in bodily harm to a pupil or member of staff

or

* Physical violence resulting in serious damage to school property

An Automatic Suspension may be for a period of one to three school days depending on the severity of the specific Behaviour, in exceptional circumstances and with the approval of the Chairperson of the Board the suspension may be for a longer period but in any event will not exceed 5 school days.

Parent(s)/Guardian(s) will be informed of an Immediate or Automatic Suspension by telephone, and arrangements will be made with them for the pupil to be collected. In no circumstance will a student be sent home from school prior to his/her parent(s)/guardian(s) being notified. Formal written notification of the suspension will issue in due course, but no later than 2 school days after the imposition of the suspension. Such a notification will detail:

* the duration of the suspension and the dates on which the suspension will begin and end
* the reasons for the suspension
* any study programme to be followed
* the arrangements for returning to school, including any commitments to be entered into by the pupil and the parent(s)/guardian(s).

The Board of Management acknowledges that the decision to impose either an Immediate or Automatic Suspension does not remove the duty to follow due process and fair procedures. In this regard, and following a formal investigation, to be completed no later than 2 school days after the incident the Board will invite the pupil and his/her parent(s)/guardian(s) to a meeting to discuss;

* the circumstances surrounding the suspension,
* interventions to prevent a reoccurrence of such misconduct.

The Board of Management of Redwood N.S. acknowledges the fundamental importance of impartiality in the investigation process. In this regard the following undertaking is given;

1. No person with a vested interest or personal involvement in the matter will be involved in the organisation or implementation of the investigation procedure.

***Procedures in Respect of Other Suspensions:***

In cases other than those of Immediate or Automatic Suspension the following procedures will apply;

Where a preliminary assessment of the fact confirms serious misbehaviour that could warrant suspension, the Board of Management of Redwood N.S. will initiate a formal investigation of the matter.

The following procedures will be observed;

A written letter containing the following information will issue to Parent(s)/guardian(s);

1. details of the alleged misbehaviour, details of the impending investigation process, and notification that the allegation could result in suspension.
2. An invitation to a meeting, to be scheduled no later than 5 school days from the date of the letter, where parent(s)/guardian(s) are provided with an opportunity to respond before a decision is made or a sanction imposed.

The Board of Management of Redwood N.S.acknowledges the fundamental importance of impartiality in the investigation and decision-making process. In this regard the following undertakings are given;

1. No person with a vested interest or personal involvement in the matter will be involved in the organisation or implementation of the investigation procedure, nor will such a person be involved in the decision-making process.
2. The person(s) involved in the investigation process will on presentation of a full report of the facts absent himself/herself/themselves from the decision-making process.

Where a decision to suspend has been made the Chairperson of the Board of Management will provide written notification to the parent(s)/guardian(s) and the pupil of the decision. The letter will confirm:

* the duration of the suspension and the dates on which the suspension will begin and end
* the reasons for the suspension
* any study programme to be followed
* the arrangements for returning to school, including any commitments to be entered into by the pupil and the parent(s)/guardian(s)
* the provision for an appeal to the Board of Management.

Where a suspension brings the total number of days for which the pupil has been suspended in the current school year to twenty days the parent(s)/guardian(s) will be informed of their right to appeal to the Secretary General of the Department of Education and Science under Section 29 or the Education Act 1998 and will be provide with information on the submission of such an appeal.

**Expulsion**

***Definition of Expulsion:***

*‘A student is expelled from a school when a Board of Management makes a decision to permanently exclude him or her from the school, having complied with the provisions of section 24 of the Education (Welfare) Act 2000.’*

Developing A Code of Behaviour: Guidelines for Schools, National Educational Welfare Board

***Authority to Expel:***

The authority to expel a pupil is reserved by the Board of Management.

***Procedures in Respect of Expulsion:***

Where a preliminary assessment of the facts confirms serious misbehaviour that could warrant expulsion the following procedures will apply:

1. A detailed investigation will be carried out under the direction of the Principal (or a Nominee of the Board if required)

As part of the investigation a written letter containing the following information will issue to parent(s)/guardian(s);

1. details of the alleged misbehaviour, details of the impending investigation process, and notification that the allegation could result in expulsion.
2. An invitation to a meeting, to be scheduled no later than 5 school days from the date of the letter, where parent(s)/guardian(s) are provided with an opportunity to respond
3. The Principal (or BoM Nominee) will make a recommendation to the Board of Management

Where the Principal (or nominee) forms a view, based on the investigation of the alleged misbehaviour, that expulsion may be warranted, the Principal (or nominee) makes a recommendation to the Board of Management to consider expulsion.

In this event the Principal (or nominee) will:

1. inform the parent(s)/guardian(s) that the Board of Management is being asked to consider expulsion
2. ensure that parent(s)/guardians have records of: the allegations against the student; the investigation; and written notice of the grounds on which the Board of Management is being asked to consider expulsion
3. provide the Board of Management with the same comprehensive records as are given to parent(s)/guardian(s)
4. Consideration by the Board of Management of the Principal’s (or BOM’s Nominee) Recommendations & the Holding of a Hearing

If, having considered the Principal’s report, the Board of Management decides to consider expelling a student a hearing will be scheduled.

The parent(s)/guardian(s) will be notified in writing

1. as to the date, location and time of the hearing
2. of their right to make a written and oral submission to the Board of Management
3. that they may if they so choose be accompanied at the hearing

The Board of Management undertakes that the timing of such written notification will ensure that parent(s)/guardian(s) have enough notice to allow them to prepare for the hearing.

In respect of the expulsion hearing the Board gives an undertaking that;

1. the meeting will be properly conducted in accordance with Board procedures
2. the principal (or BoM nominee) and parent(s)/guardian(s) will present their case to the Board in each other’s presence
3. each party will be given the opportunity to directly question the evidence of the other party
4. the parent(s)/guardian(s) may make a case for a lesser sanction if they so choose
5. Board of Management Deliberations & Actions following the Hearing

Where the Board of Management, having considered all the facts of the case, is of the opinion that the pupil should be expelled the Board

1. Will notify the Educational Welfare Officer in writing by registered post of its opinion, and the reasons for this opinion.
2. Will not expel the student before the passage of 20 school days from the date on which the Educational Welfare Officer receives this written notification
3. Will in writing notify the parent(s)/guardian(s) of their decision and inform them that the Educational Welfare Officer is being contacted
4. Will be represented at the consultation to be organized by the Educational Welfare Officer
5. Will suspend the student, if it is deemed likely that the continued presence of the student during this time will seriously disrupt the learning of others, or represent a threat to the safety of other pupils or staff.
6. Confirmation of the Decision to Expel

Where the twenty-day period following notification to the Educational Welfare Officer has elapsed,

and where the Board of Management remains of the view that the student should be expelled, the

Board of Management will formally confirm the decision to expel.

Parent(s)/guardian(s) will be notified in writing that the expulsion will now proceed. They will also be informed of their right to appeal to the Secretary General of the Department of Education and Science under Section 29 or the Education Act 1998 and will be provide with information on the submission of such an appeal.

The Board of Management of Redwood N.S. acknowledges the fundamental importance of impartiality in the investigation and decision-making process. In this regard the following undertakings are given;

1. No person with a vested interest or personal involvement in the matter will be involved in the organisation or implementation of the investigation procedure, nor will such a person be involved in the decision-making process.
2. The person(s) involved in the investigation process will on presentation of a full report of the facts absent himself/herself/themselves from the decision-making process.

Notification of a Child’s Absence from School

Parent(s)/guardian(s) should adhere to the following procedures when notifying the school of a pupil’s absence;

* The school should be notified of the absence on the first day the pupil returns to school
* The reason for the absence should be notified to the class teacher
* The absence should be notified in writing by letter / using the school journal
* Details pertaining to the absence, such as duration and reason, should be provided
* Significant absences caused by ill health (i.e. absences longer than 10 school days) should be certified.

The school will inform the Education Welfare Officer in writing where a child is suspended or expelled for 6 days or more, where the child has missed 20 or more days in a school year, where attendance is irregular and when the pupil is removed from the school register

Records

A standardised record system will be used to track an individual pupil’s Behaviour. Such records will contain;

* Incidents of misbehaviour,
* interventions used to improve behaviour, including contact with parent(s)/guardian(s) or referral to other agencies
* Evidence of improved behaviour
* Any sanctions imposed, and the reasons they were imposed

Pupils will be told when a record is being made about their behaviour, and the reasons for keeping a record will be explained.

All records will be kept in accordance with the Data Protection Act 1988 and the Data Protection (Amendment) Act 2003 and the EU General Data Personal Regulation 2018.

Anti-Bullying Policy

1. In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the NEWB, the Board of Management of Redwood National School has adopted the following anti-bullying policy within the framework of the school’s overall code of behaviour. This policy fully complies with the requirements of the *Anti-Bullying Procedures for Primary and Post-Primary Schools* which were published in September 2013.
2. The Board of Management recognises the very serious nature of bullying and the negative impact that it can have on the lives of pupils and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:
* A positive school culture and climate which-
	+ is welcoming of difference and diversity and is based on inclusivity;
	+ encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
	+ promotes respectful relationships across the school community;
* Effective leadership;
* A school-wide approach;
* A shared understanding of what bullying is and its impact;
* Implementation of education and prevention strategies (including awareness raising measures) that-
	+ build empathy, respect and resilience in pupils; and
	+ explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.
* Effective supervision and monitoring of pupils;
* Supports for staff;
* Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and
* On-going evaluation of the effectiveness of the anti-bullying policy.

In accordance with the *Anti-Bullying Procedures for Primary and Post-Primary Schools* bullying is defined as follows:

Bullying is unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which is repeated over time.

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 and
* 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 disabilities or special 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 should be dealt with, as appropriate, in accordance with the school’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 school’s code of behaviour.

Additional information on different types of bullying is set out in Section 2 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

Examples of Bullying Behaviours

|  |  |
| --- | --- |
| **General behaviours which apply to all types of bullying** | * Harassment based on any of the nine grounds in the equality legislation e.g. sexual harassment, homophobic bullying, racist bullying etc.
* Physical aggression
* Damage to property
* Name calling
* Slagging
* The production, display or circulation of written words, pictures or other materials aimed at intimidating another person
* Offensive graffiti
* Extortion
* Intimidation
* Insulting or offensive gestures
* The “look”
* Invasion of personal space
* A combination of any of the types listed.
 |
| **Cyber** | * Denigration: Spreading rumors, lies or gossip to hurt a person’s reputation
* Harassment: Continually sending vicious, mean or disturbing messages to an individual
* Impersonation: Posting offensive or aggressive messages under another person’s name
* Flaming: Using inflammatory or vulgar words to provoke an online fight
* Trickery: Fooling someone into sharing personal information which you then post online
* Outing: Posting or sharing confidential or compromising information or images
* Exclusion: Purposefully excluding someone from an online group
* Cyber stalking: Ongoing harassment and denigration that causes a person considerable fear for his/her safety
* Silent telephone/mobile phone call
* Abusive telephone/mobile phone calls
* Abusive text messages
* Abusive email
* Abusive communication on social networks e.g. Facebook/Ask.fm/ Twitter/You Tube or on games consoles
* Abusive website comments/Blogs/Pictures
* Abusive posts on any form of communication technology
 |
| **Identity Based Behaviours****Including any of the nine discriminatory grounds mentioned in Equality Legislation**  (gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community). |
| **Homophobic and Transgender** | * Spreading rumours about a person’s sexual orientation
* Taunting a person of a different sexual orientation
* Name calling e.g. Gay, queer, lesbian...used in a derogatory manner
* Physical intimidation or attacks
* Threats
 |
| **Homophobic and Transgender** | * Spreading rumours about a person’s sexual orientation
* Taunting a person of a different sexual orientation
* Name calling e.g. Gay, queer, lesbian...used in a derogatory manner
* Physical intimidation or attacks
* Threats
 |
| **Race, nationality, ethnic background and membership of the Traveller community** | * Discrimination, prejudice, comments or insults about colour, nationality, culture, social class, religious beliefs, ethnic or traveller background
* Exclusion on the basis of any of the above
 |
| **Relational** | This involves manipulating relationships as a means of bullying. Behaviours include:* Malicious gossip
* Isolation & exclusion
* Ignoring
* Excluding from the group
* Taking someone’s friends away
* “Bitching”
* Spreading rumours
* Breaking confidence
* Talking loud enough so that the victim can hear
* The “look”
* Use or terminology such as ‘nerd’ in a derogatory way
 |
| **Sexual** | * Unwelcome or inappropriate sexual comments or touching
* Harassment
 |
| **Special Educational Needs,****Disability** | * Name calling
* Taunting others because of their disability or learning needs
* Taking advantage of some pupils’ vulnerabilities and limited capacity to recognise and defend themselves against bullying
* Taking advantage of some pupils’ vulnerabilities and limited capacity to understand social situations and social cues.
* Mimicking a person’s disability
* Setting others up for ridicule
 |

1. **The relevant teacher(s) for investigating and dealing with bulling are as follows:**

Principal & Class Teacher

1. **The education and prevention strategies that will be used to combat all forms of bullying are as follows (See section 6.5 of the Anti-Bullying Procedures for Primary & post Primary Schools):**

|  |
| --- |
| 1. **School – wide approach**
* A school-wide approach to the fostering of respect for all members of the school community.
* The promotion of the value of diversity to address issues of prejudice and stereotyping, and highlight the unacceptability of bullying behaviour.
* The fostering and enhancing of the self-esteem of all our pupils through both curricular and extracurricular activities. Pupils will be provided with opportunities to develop a positive sense of self-worth through formal and informal interactions.
* Whole staff professional development on bullying to ensure that all staff develops an awareness of what bullying is, how it impacts on pupils’ lives and the need to respond to it-prevention and intervention.
 |
| * An annual audit of professional development needs with a view to assessing staff requirements through internal staff knowledge/expertise and external sources
* Professional development with specific focus on the training of the relevant teacher(s)
* School wide awareness raising and training on all aspects of bullying.
* Supervision and monitoring of classrooms, corridors, school grounds, school tours and extra- curricular activities. Non-teaching and ancillary staff will be encouraged to be vigilant and report issues to relevant teachers. Supervision will also apply to monitoring student use of communication technology within the school. A total ban on students having a mobile phone in their procession on school property or on any school organised trips or outings.
* The school’s anti-bullying policy is discussed with pupils and all parent(s)/guardian(s) have access to a copy on the school website.
* Encouragement of a culture of telling, with particular emphasis on the importance of bystanders. In that way pupils will gain confidence in ‘telling. It is made clear to all pupils that when they report incidents of bullying they are not considered to be telling tales but are behaving responsibly.
* Parents are encouraged to approach the school if they feel that their child is being bullied.
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**(b) Implementation of Curricula**

Walk Tall Programme

Stay Safe

Friends for Life

Zippy’s Friends

Weaving Wellbeing

Webwise and webwise lessons

Guest Speaker for Internet Protection

Guest Speaker RSE for 5th & 6th classes

Circle Time

Friendship week

Grow In Love

Promoting and rewarding positive behaviour

Buddy Systems – yard buddies & reading buddies

Positive relations within the school community

1. Grandparents day
2. Open Evening
3. Graduation for 6th Class
4. Christmas concert

Maintaining and encouraging a positive atmosphere in the school through integration of all curriculum subjects eg. P.E., RE, SPHE, Music, Drama etc.

The school will specifically consider the needs of any SEN pupils to ensure the inclusion of all pupils.

This policy links directly to our Code of Behaviour, Child Protection Policy, Acceptable Use Policy, Data Protection Policy and Safety Statement.

1. **The school’s procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies used by the school for dealing with cases of bullying behaviour are as follows (see Section 6.8.9 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*) :**

**The primary aim 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);**

Every effort will be made to ensure that all involved (including pupils, parent(s)/guardian(s)) understand this approach from the outset.

 **Reporting bullying behaviour**

* Any pupil or parent(s)/guardian(s) may bring a bullying incident to any teacher in the school.
* All reports, including anonymous reports of bullying, will be investigated and dealt with by the relevant teacher.
* Teaching and non-teaching staff must report any incidents of bullying behaviour witnessed by them, or mentioned to them, to the relevant teacher;

**Investigating and dealing with incidents: Style of approach (see section 6.8.9)**

* In investigating and dealing with bullying, the (relevant)teacher will exercise her professional judgement to determine whether bullying has occurred and how best the situation might be resolved;
* Parent(s)/guardian(s) and pupils are required to co-operate with any investigation and assist the school in resolving any issues and restoring, as far as is practicable, the relationships of the parties involved as quickly as possible;
* Teachers will take a calm, unemotional problem-solving approach.
* Where possible incidents should be investigated outside the classroom situation to ensure the privacy of all involved;
* All interviews should be conducted with sensitivity and with due regard to the rights of all pupils concerned. Pupils who are not directly involved can also provide information in this way;
* When analysing incidents of bullying behaviour, the relevant teacher should seek answers to questions of what, where, when, who and why. This should be done in a calm manner, setting an example in dealing effectively with a conflict in a non-aggressive manner;
* If a group is involved, each member will be interviewed individually at first. Thereafter, all those involved will meet as a group. At the group meeting, each member will be asked for their account of what happened to ensure that everyone in the group is clear about each other’s statements;
* Each member of a group will be supported through the possible pressures that may face them from the other members of the group after the interview by the teacher;
* In cases where it has been determined by the relevant teacher that bullying behaviour has occurred, the parent(s)/guardian(s) of the parties involved will be contacted at an early stage to inform them of the matter and explain the actions being taken (by reference to the school policy). The school will give parent(s)/guardian(s) an opportunity of discussing ways in which they can reinforce or support the actions being taken by the school and the supports provided to the pupils;
* If the relevant teacher has determined that a pupil has been engaged in bullying behaviour, it will be made clear to him/her how he/she is in breach of the school’s anti-bullying policy and efforts should be made to try to get him/her to see the situation from the perspective of the pupil being bullied;
* It will also be made clear to all involved (each set of pupils and parent(s)/guardian(s)) that in any situation where disciplinary sanctions are required, this is a private matter between the pupil being disciplined, his or her parent(s)/guardian(s) and the school;

**Follow up and recording**

* In determining whether a bullying case has been adequately and appropriately addressed the relevant teacher will, as part of his/her professional judgement, take the following factors into account:

- Whether 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.

 Follow-up meetings with the relevant parties involved will 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.

* Where a parent(s)/guardian(s) is not satisfied that the school has dealt with a bullying case in accordance with these procedures, the parent(s)/guardian(s) will be referred, as appropriate, to the school’s complaints procedures.
* In the event that a parent(s)/guardian(s) has exhausted the school's complaints procedures and is still not satisfied, the school must advise the parent(s)/guardian(s) of their right to make a complaint to the Ombudsman for Children.

**Recording of bullying behaviour**

It is imperative that all recording of bullying incidents must be done in an objective and factual manner.

The school’s procedures for noting and reporting bullying behaviour are as follows:

 **Informal- pre-determination that bullying has occurred**

* All staff must keep a written record of any incidents witnessed by them or notified to them. All incidents must be reported to the relevant teacher
* While all reports, including anonymous reports of bullying must be investigated and dealt with by the relevant teacher, the relevant teacher must keep a written record of the reports, the actions taken and any discussions with those involved regarding same
* The principal must be informed of all incidents being investigated.

**Formal Stage 1-determination that bullying has occurred**

* If it is established by the relevant teacher that bullying has occurred, the relevant teacher must keep appropriate written records which will assist his/her efforts to resolve the issues and restore, as far as is practicable, the relationships of the parties involved.
* All records will be stored appropriately in a secure location in accordance with the Data Protection Act 1988 and the Data Protection (Amendment) Act 2003 and the EU General Data Personal Regulation 2018.

 **Formal Stage 2-Appendix 3 (From DES Procedures)**

The relevant teacher will use the recording template at **Appendix 3** to record the bullying behaviour in cases where she considers that the bullying behaviour has not been adequately and appropriately addressed within 20 school days after she has determined that bullying behaviour occurred. All records will be securely filed in accordance with the Data Protection Act 1988 and the Data Protection (Amendment) Act 2003 and the EU General Data Personal Regulation 2018.

**Intervention strategies**

1. Teacher interviews with all pupils

2. Working with parent(s)/guardian(s)s to support school interventions

1. No Blame Approach
2. The imposing of suitable sanctions
3. Mediation
4. Restorative Practise
5. Implementation of full SPHE programme
6. Circle time
7. Strengthening and empowering the victim
8. Varying teaching styles and practices
9. Develop awareness and understanding of bullying causes and effects
10. **The school’s programme of support for working with pupils affected by bullying is as follows (see Section 6.8 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*)**

Pupils affected by bullying will have follow up meetings with the class teacher to monitor the situation.

Pupils affected will be encouraged to speak to the teachers as often as they need.

Ongoing meetings and communication between the families of pupils affected by bullying.

Classroom based activities designed to raise self-esteem, develop friendship and social skills and thereby build resilience whenever this is needed, eg circle time, buddy systems etc

Request for assistance from outside agencies if necessary.

Counselling service (if necessary) to develop coping strategies.

Pupils should understand that there are no incorrect bystanders and that all incidents of bullying behaviour must be reported to a teacher.

1. **Supervision and Monitoring of Pupils**

The Board of Management 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.

1. **Prevention of Harassment**

The Board of Management confirms that the school will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of pupils or staff or the harassment of pupils or staff on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the traveller community.

1. This policy was adopted by the Board of Management on 07th April 2014 and has been updated each year thereafter.
2. This policy has been made available to school personnel, published on the school website and provided to the Parents’ Association. A copy of this policy will be made available to the Department and the patron if requested.
3. This policy and its implementation will be reviewed by the Board of Management once in every school year. Written notification that the review has been completed will be made available to school personnel, published on the school website and provided to the Parents’ Association. A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Kathleen Gleeson

(Chairperson of Board of Management)

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Michelle Hogan

(Principal)

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Mobile Phone & Electronic Games Policy**

**Introductory Statement:**

This policy was drawn up in response to technological advances, which have seen a significant increase in hand held electronic ‘gadgets’ amongst the school population over recent years.

**Rationale:**

* IPads, mobile phones, smart watches, Game Boys, PSP’s, MP3’s etc. are intrusive and distracting in a school environment
* Strategies must be put in place to reduce the intrusiveness of unauthorised technology in a school situation
* Some electronic devices may be harmful due to frequent use
* Mobile phones may be used to conduct bullying campaigns

**Relationship to School Ethos:**

The use of mobile phones and other electronic games contravenes the provision of a safe and secure school environment and is not conducive to learning - a provision which is central to the mission statement and ethos of Redwood National School.

**Aims:**

* To ensure a “technology free” school environment outside of school equipment
* To lessen intrusions on and distractions to children’s learning

**Internal School Procedures:**

The following are the guidelines for mobile phones, smart watches (watches which have the ability to take photos or record audio) and personal electronic device usage in the school;

* Children are not allowed the use of mobile phones, smart watches or personal electronic devices during school hours or on school excursions / trips.
* Pupils are not allowed to bring mobile phones, smart watches or personal electronic devices into school or on school outings.
* Children who need to contact home during school hours may do so through the Principal or the school secretary using the school landline phone.
* All electronic gadgets are banned, even during after school activities.
* Any pupil who brings a mobile phone, smart watch or personal electronic device to school will have it confiscated and it will not be returned until the school day is over to the child’s parent / guardian.
* Staff have access to the school landline if urgent calls need to be made to parents.
* Classroom supervision is organised if a class teacher has to contact other professionals or outside agencies in relation to a particular child.
* Staff personal calls are confined to break times.

**Roles and Responsibilities:**

All staff share in the co-ordination and implementation of this policy.

**Evaluation:**

This policy is monitored on an ongoing basis and amendments added as new technology comes on stream.

**Implementation:**

This policy has been in place since September 2012 and is updated each year.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Kathleen Gleeson

(Chairperson of Board of Management)

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

Signed:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Michelle Hogan (Principal)

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Ratification and Communication**

This policy was communicated to the Board of Management.

Ratified by:\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Kathleen Gleeson

Chairperson

 Board of Management

Principal:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Michelle Hogan

 Principal