

# Coláiste Éanna

An Edmund Rice School



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## Bí Cineálta Policy

**School Name:** Coláiste Éanna

**Address:** Hillside Park, Ballyroan Road, Rathfarnham, Dublin 16. D16 E248

**School Details:** Coláiste Éanna is a Voluntary Roman Catholic Secondary School under the Trusteeship and the Patronage of the Edmund Rice Schools Trust (ERST). The School is grant aided by the Department of Education and is a single sex (boys) school.

**School Management:** The Board of Management of Coláiste Éanna is a statutory Board appointed pursuant to the provisions of the Education Act 1998.

### Mission Statement:

Coláiste Éanna is a Catholic School, for boys, in the tradition of Blessed Edmund Rice.

As a community, we aim to nurture mutual respect among all members in a safe environment. The personal, social, spiritual and academic development of all is promoted.

The school is committed to providing an ordered learning environment, which encourages the school community to realise its full potential.

### Ethos:

Coláiste Éanna is established under the ethos of the Edmund Rice Schools Trust. Inspired by the five key elements of the Edmund Rice Charter (below), our school provides high standards of excellence in teaching and learning while upholding a strong cultural and sporting tradition.

#### The five key elements of the Edmund Rice Schools Trust Charter are:

- Nurturing faith, Christian spirituality and Gospel-based values
- Promoting partnership
- Excelling in teaching and learning
- Creating a caring school community
- Inspiring transformational leadership.

*Caring School  
Community*



*Transformational  
Leadership*



*Nurturing Faith*



*Excelling in  
Teaching &  
Learning*



Iontaobhas Scoileanna Éamainn Rís  
Edmund Rice Schools Trust



*Promoting  
Partnerships*

# School Bí Cineálta Policy to Prevent and Address Bullying Behaviour

## Bí Cineálta Policy to Prevent and Address Bullying Behaviour

### Introduction

The Board of Management of **Coláiste Éanna** has adopted the following policy to prevent and address bullying behaviour.

This policy fully complies with the requirements of *Bí Cineálta: Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools* 2024.

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

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

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

### Definition of Bullying

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

Each school is required to develop and implement a Bí Cineálta policy that sets out how the school community prevents and addresses bullying behaviour. Strategies to deal with inappropriate behaviour that is not bullying behaviour are provided for within the school's Code of Behaviour.

## Section A: Development/Review of our Bí Cineálta Policy to prevent and address bullying behaviour

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

| School Stakeholder  | Date consulted              | Method of consultation                             |
|---|-----------------------------|--|
| School Staff  | 31/03/2025                  | Staff Survey & Staff Day (feedback and discussion) |
| Students  | May 2025                    | Online Student Survey                              |
| Parents   | May 2025                    | Online Parent/Guardian Survey                      |
| Board of Management   | June 2025<br>September 2025 | BOM Discussion<br>BOM Discussion                   |
| Wider school community as appropriate, for example, bus drivers | March 2025                  | Survey   |
| Date policy was approved: 16 September 2025                     |                             |  |
| Review to take place September 2026                             |                             |  |

## Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that will be used by the school. These include strategies specifically aimed at preventing online bullying behaviour, homophobic and transphobic bullying behaviour, racist bullying behaviour, sexist bullying behaviour and sexual harassment as appropriate .

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 diversity and difference and is based on inclusivity;
  - encourages pupils to disclose and discuss incidents of bullying behaviour in a confidential and non-threatening environment;
  - reinforces the unacceptability of bullying; and
  - promotes respectful relationships across the school community.
- Effective leadership.
- A shared understanding of what bullying is and its impact.
- Implementation of education and prevention strategies (including awareness raising) that: -
  - builds empathy, respect and resilience in pupils
- Explicitly address the issues of cyber-bullying and identity-based bullying, including in particular, homophobic and transphobic bullying.
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies).
- Supports for staff: ongoing staff CPD ensures awareness of bullying, its impact, and effective prevention and intervention strategies.
- Effective supervision and monitoring of students.
- Full implementation of CSPE, PE, RSE, SPHE and Digital Literacy curricula.
- Ongoing reminders to staff and students on their role in maintaining a safe school environment.
- School environment is enriched with visual messages promoting equality, inclusion, diversity and respect.
- The Bí Cineálta Policy aligns with the ERST ethos of respect, dignity and inclusion.
- On going evaluation of the effectiveness of the Bí Cineálta Policy.

Our school focuses on prevention through awareness raising.

Our team of volunteer teachers, along with the Anti-Bullying Coordinator work with students to encourage them to be pro-social in their thinking and acting, to be aware of others, accepting difference and acknowledging their own differences and their right to be so.

The team begins its work during students' first week in First Year. During this Induction Week students are surveyed to get to know them and to enquire if they or others in their primary school class had experienced bullying. The team seeks the support of students in identifying peers whom the team should particularly watch out for and inform them of the school's stance on interpersonal behaviour and its emphasis on respect for self and others. The team aims to highlight bullying as anti-social behaviour which has a damaging effect on all, the person who is targeted, the person who is bullying and the one who is looking on. The individuals power in making choices regarding this behaviour is emphasised.

Students who are entering second year are also surveyed within weeks of their return to school. This survey seeks their view of the experience of the school's anti-bullying programme during their first year.

During the course of the school year all classes are surveyed at least once a half term to inform the team on relations within the class groups.

All classes are visited by members of the Anti-Bullying Team at least once per half term with awareness based lessons. These lessons are age appropriate and include discussions on online bullying, homophobic bullying and transphobic bullying. Using discussions, videos, powerpoint presentations and group work, students are encouraged to recognise "bullying" as a behaviour, to consider the effects of this behaviour, to consider their own views on this behaviour, to consider why people behave like this towards others and what they can do if they find themselves either the target or a bystander in a bullying situation.

The significant amount of expertise and resources acquired by the school, including those provided by The Fuse Programme, are used by the Anti-Bullying Team, SPHE teachers and Wellbeing teachers to aid class discussions.

Senior students also participate in lessons and again the damaging effects of bullying are highlighted and discussed. Discussions with seniors regarding bullying in the workplace and society, aim to reinforce the message of respect.

English teachers also highlight the issue in transition year in the course of their media studies module.

A student friendly policy in poster format is displayed in classrooms and public areas throughout the school buildings.

An Anti-Bullying awareness week is held annually to highlight the issue.

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

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.

- Acceptable Usage Policy
- Child Protection Procedures
- Code of Positive Behaviour
- Social Media Policy
- School Trips Policy
- Social Media Policy
- Uniform Policy

The school has endeavoured to create a physical space in which all members of the school community feel safe. Measures taken include the following:

- Greater visibility of supervising teachers during break times and on yard duty.
- Murals, artwork and posters to promote the school's view on inclusion and respect for each other and the environment.
- All students attending school activities are appropriately supervised.
- Good lighting to reduce dark corners.
- Removal of any barriers which may reduce visibility for supervision.
- Cctv cameras in appropriate areas.

## Addressing Bullying Behaviour

The teacher(s) with responsibility for addressing bullying behaviour is (are) as follows:

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- 1 The Principal.
- 2. The Deputy- Principal.
- 3. Year-Heads.
- 4. Anti-Bullying Coordinator.
- 5. Anti-Bullying team.

When bullying behaviour occurs, the school will:

- > ensure that the student experiencing bullying behaviour is heard and reassured
- > seek to ensure the privacy of those involved
- > conduct all conversations with sensitivity
- > consider the age and ability of those involved
- > listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation

- > take action in a timely manner
- > inform parents of those involved

The steps that will be taken by the school to determine if bullying behaviour has occurred, the approaches taken to address the bullying behaviour and to review progress are as follows.

### Intervention procedures

As well as regular surveys conducted among students the Anti-Bullying Team, Senior and Middle Leadership also "keep an ear to the ground" by checking with teachers, students and ancillary staff. All staff are familiar with the school's protocols that if any of them have any suspicion of bullying they will come to members of the team and inform them. Students are reminded on a regular basis that they can tell any member of staff who will pass on the information to the Anti-Bullying Team in confidence. The school's emphasis is on changing and stopping this behaviour. The message to students is that should they become concerned that one of their peers or one of their friends is bullying someone, then they should inform the Anti-Bullying Team.

Coláiste Éanna's approach is the "No Blame Approach" of George Robinson and Barbara Maine which carries with it consequences but initially no sanctions. The school is also guided by the "Shared Concern" philosophy of Pika, where all are encouraged to participate in the resolution of the problem.

#### Step One

Information will lead to an investigation and an intervention with a survey of the class or classes where the situation is thought to be occurring. A report is kept of time, date and how information was received. Once information has been received, the student(s) who is (are) alleged to be bullying is (are) interviewed. The interview is structured, involving the use of an interview document. This is carried out by the Anti-Bullying Coordinator or a member of the Anti-Bullying Team. While working through the questions students are made aware of the procedure being used to investigate and of the fact that should they themselves ever find themselves on the receiving end of negative behaviour from others they too will be supported.

In the event that bullying has occurred, a student may be aware of his behaviour and working through this procedure come to recognise the effects on others. On other occasions the student may only come to that recognition following the interview. On these occasions the student undertakes to treat the other student(s) with respect, giving a verbal promise which is noted by the Anti-Bullying Team member or signing a promise note, which is also signed by the Anti-Bullying Team member. Annual reviews have shown that the number of re-offenders is small.

#### Step 2

Coláiste Éanna regards re-offending as a choice. Students who re-offend go through the same procedure of investigation and interview. Once the Anti-Bullying Team is clear that bullying has occurred, the students are asked to sign the promise note if not already done so. The students' parent(s)/guardian(s) are also asked to sign and witness

the note. The Team suggests to the students that their repeat behaviour indicates that they need support from home to change their behaviour. Unless the students have informed their parent(s)/guardian(s) of the previous situation this may be the first time parents/guardians are made aware.

### Step 3

Should subsequent bullying occur, it will be brought to the attention of the Year-Head, Deputy-Principal and/or Principal and will be dealt with through normal discipline procedures in accordance with Coláiste Éanna's Code of Positive Behaviour.

In the event of a particularly grave incident of bullying behaviour an Anti-Bullying Discipline Committee comprising of the Principal/Deputy-Principal, the Anti-Bullying Coordinator and the Year-Head will convene to advise on the imposition of a significant sanction. The Anti-Bullying Discipline Committee may also be convened in the case of a serious online bullying incident.

The school will use the following approaches to support those who experience, witness and display bullying behaviour

A programme has been set up for those students who have been targeted by bullying and for those students who have been involved in bullying.

Students, who have been bullied, have follow up meetings discreetly with the Anti-Bullying Coordinator. Some students may need counselling. Students are encouraged to develop friendship and social skills. Some students are invited to take part in resilience training groups designed to enhance their self-esteem and coping skills.

Students involved in bullying behaviour are monitored and supported as part of the school's intervention process. Students are advised on ways of making friends and enhancing their self worth without hurting others.

All bullying behaviour will be recorded. This will include the type of behaviour, where and when it took place, and the date of the engagement with students and parents. The actions and supports agreed to address bullying behaviour will be documented. If the bullying behaviour is a child protection concern the matter will be addressed without delay in accordance with *Child Protection Procedures for Primary and Post-Primary Schools*.

## Oversight

The principal will present an update on bullying behaviour at each board of management meeting. This update will include the number of incidents of bullying behaviour that have been reported since the last meeting, the number of ongoing incidents and the total number of incidents since the beginning of the school year. Where incidents of bullying behaviour have occurred, the principal will also provide a verbal update which will include where relevant, information relating to trends and patterns identified, strategies used to address the bullying behaviour and any wider strategies to prevent and address bullying behaviour where relevant. This update does not contain personal or identifying information. See Chapter 7 of the Bí Cineálta procedures.

This policy is available to our school community on the school's website and in hard copy on request. A student friendly version of this policy is displayed in the school and is also available on our website and in hard copy on request.

This policy and its implementation will be reviewed, following input from our school community, each calendar year or as soon as practicable after there has been a material change in any matter to which this policy refers.

## Approval

This Bí Cineálta Policy was approved by Coláiste Éanna Board of Management on 16 September 2025.