Malahide Parish

DOCUMENT: Child Protection Service

TITLE: Anti-Bullying Policy   **DATE: 01.06.2023**

ISSUED BY: Parish Priest   **APPROVED BY: Parish Council**

REF. NO: CPS 18   **REVISION: 6**

1.   **PURPOSE**

To ensure that Parish has a relevant Anti-Bullying Policy

2.   **Scope**

This procedure applies to all premises under the control of St Sylvester's Parish.

3.   **RESPONSIBILITY**

Implementation: Parish priest

Authority to Change: Parish Pastoral Council

4.   **PROCEDURE**

4.1   The Parish of St Sylvester's recognises the very serious nature of bullying and the negative impact that it can have on the lives of Children and vulnerable adults and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

(A)   A positive Parish culture and climate which

- is welcoming of difference and diversity and is based on inclusivity;

- encourages Children and vulnerable adults to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and promotes respectful relationships across the parish community;

(B)   Effective leadership;

(C)   A Parish wide approach;

(D)   A shared understanding of what bullying is and its impact;

(E)   Supports for staff:

(F)   Consistent recording, investigation and follow up of bullying behaviour;

(G)   On-going evaluation of the effectiveness of the anti-bullying policy.

4.2   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**,

- **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.

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.

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 This type of bullying is increasingly common and is continuously evolving. It is bullying carried out through	- **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

the use of information and communication technologies such as text, social network sites, e-mail, instant messaging (IM), apps, gaming sites, chat-rooms and other online technologies.	• **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 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
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

4.3   **Prevention of Harassment**

The Parish of ST Sylvester's confirms that the parish will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment or the harassment 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.

The Parish's procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies are as follows :

Procedures for Investigating and Dealing with Bullying

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);

Reporting bullying behaviour

- Any Child or parent/guardian may bring a bullying incident to any priest in the Parish.
- All reports, including anonymous reports of bullying, will be investigated and dealt with by the Parish priest.
- Secretaries, Centre Managers, Caretakers and /or Cleaners must report any incidents of bullying behaviour witnessed by them, or mentioned to them, to the Parish priest

Investigating and dealing with incidents: Style of approach

- In investigating and dealing with bullying, the priest will exercise his professional judgement to determine whether bullying has occurred and how best the situation might be resolved;

- Parent(s)/guardian(s) and children are required to co-operate with any investigation and assist the parish in resolving any issues and restoring, as far as is practicable, the relationships of the parties involved as quickly as possible;

- The Priest should take a calm, unemotional problem-solving approach;

- Where possible incidents should be investigated to ensure the privacy of all involved;

- All interviews should be conducted with sensitivity and with due regard to the rights of all concerned. Persons who are not directly involved can also provide very useful information in this way;

- When analysing incidents of bullying behaviour, the priest 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 should be interviewed individually at first. Thereafter, all those involved should be met as a group. At the group meeting, each member should be asked for his/her account of what happened to ensure that everyone in the group is clear about each other's statements;

- Each member of a group should be supported through the possible pressures that may face them from the other members of the group after the interview by the priest;
  It may also be appropriate or helpful to ask those involved to write down their account of the incident(s);

- The priest will keep a written record of his discussions with those involved. Where appropriate those involved will write down their account of the incident.

- In cases where it has been determined that bullying behaviour has occurred, the parents/guardians of the parties involved should be contacted at an early stage to inform them of the matter and explain the actions being taken with regard to their child(by reference to the parish policy). The Parish should give parents/guardians an opportunity of discussing ways in which they can reinforce or support the actions being taken by the parish and the supports provided to those affected.

- Where it has been determined that a person has been engaged in bullying behaviour, it should be made clear to him/her how he/she is in breach of the Parish's anti-bullying policy and efforts should be made to try to get him/her to see the situation from the perspective of the person being bullied;

Follow up and recording

- In determining whether a bullying case has been adequately and appropriately addressed the priest must, 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, their parent(s)/guardian(s)s

  - Where a parent(s)/guardian(s) is not satisfied that the Parish has dealt with a bullying case in accordance with these procedures, the parent(s)/guardian(s) must be referred, as appropriate, to the Parish's complaints procedures.

- In the event that a parent(s)/guardian(s) has exhausted the Parish's complaints procedures and is still not satisfied, the Parish will advise the parent(s)/guardian(s) of their right to make a complaint to the Ombudsman for Children.

5.   REVISION

Rev	Date	Comment
0	10.10.13	New
1	01.01.15	Procedural Review
2	01.01.17	Procedural Review
3	01.01.19	Procedural Review
4	24.02.21	Procedural Review
5	01.05.22	Procedural Review
6	01.06.23	Procedural Review