

Midleton College



ANTI-BULLYING POLICY

Midleton College's policy is founded in the belief that all pupils are entitled to be happy and have a sense of security at school and that no individual has the right to remove that sense of happiness and security. Each member of the Midleton College community of staff and pupils is entitled to be treated with respect for who they are. Likewise each member of the Midleton College community has responsibility to ensure that all other people are treated with the respect they deserve.

In accepting a place in Midleton College, parents and guardians are required to be supportive of the implementation of this policy.

Bullying is defined by the DES as

‘Repeated aggression be it verbal, psychological or physical, which is conducted by an individual or group against others. It is behaviour that is intentionally aggravating and intimidating and occurs mainly among children in social environments such as schools. It includes behaviour, such as teasing, taunting, threatening, hitting, exclusion or extortion by one or more persons against a victim. The more extreme forms of bullying behaviour, when they are perpetrated by adults rather than children, would be regarded as physical or emotional abuse. Only such serious incidents of bullying should be referred to the health board. However, other major forms of child abuse such as neglect and sexual abuse are not normally comprehended by the term bullying.’

As a school, Midleton College is required to have an anti-bullying policy which is recognised as a policy by all members of staff, parents/guardians and pupils. All those concerned should be aware of the forms of behaviour that denote bullying and that it will not be tolerated in the College.

Midleton College wishes to promote an harmonious atmosphere of respect and tolerance among the school community. Through the development of the roles of Class Teacher, Form Teacher, Household Staff Manager, the librarian and residential staff, the College seeks to provide a strong pastoral care support network for pupils which naturally includes all other members of the teaching staff. The College Prefects and Student Council members are expected to act as positive role models in the attitude towards their peers and, particularly in their support of younger pupils.

Examples of unacceptable or potentially bullying behaviour include:

- Name calling
- Verbally threatening behaviour
- Physically aggressive behaviour
- Sexual innuendo or inappropriate physical contact
- Individual or group isolation of another or other pupils
- Inappropriate use of Information Technology

This list is not exhaustive.

Our policy requires all members of staff to pass on concerns and/or information relating to bullying incidents to our pupils' Form Teachers in the first instance and/or the Deputy Principal/Principal. Reports of such incidents should be investigated immediately and in detail. A written record should be kept.

There may be situations where issues arise which can be dealt with comprehensively in a pastoral manner without the express use of sanctions. In the event that a pastoral approach is unsuccessful and where an individual or group of individuals are found to have been bullying another person(s) their behaviour will be formally sanctioned and they will be required to make specific changes to their behaviour within a specified time-frame which will be monitored and reviewed.

In the event of this not occurring further disciplinary action, possibly extending to a request to the Board of Management to withdraw the place of the pupil(s) who have been engaging in bullying behaviour may be made.

Adopted February 2006

Adopted by Board of Management 8th June 2009

Revised February 2011