



Bí Cineálta:

Procedures to Prevent and Address Bullying Behaviour for Primary and Post-primary Schools

Online Webinar

Facilitators:





Working Together

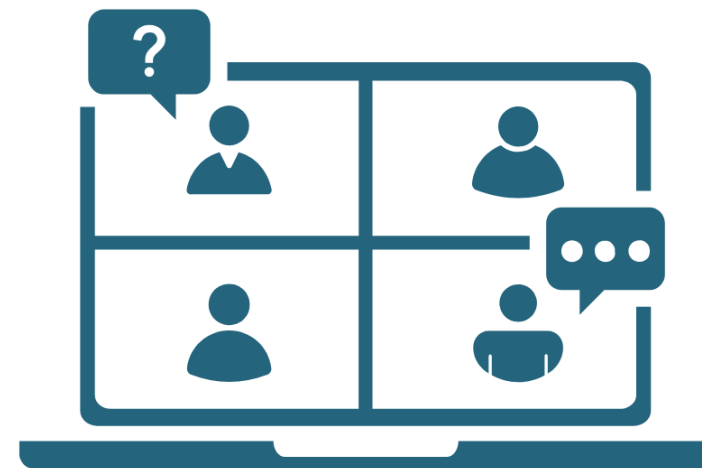
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Questions

Duration of Session



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Screenshots are not permitted.

Overview



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- A whole education approach
- Definition of bullying - Is it bullying?
- Procedures and policy
- Record keeping requirements for schools
- Prevention strategies using the Wellbeing Policy Statement and Framework for Practice
- Next steps for schools – oversight and review process



Icon Legend



Reflection



Questions



Stop and Jot



Procedures

Situating Bí Cineálta



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Anti-Bullying Procedures for Primary and Post-Primary Schools

Children First Act (2015)

Child Protection Procedures for Primary and Post-Primary Schools (revised 2023)

General Data Protection Regulations (2018)

The Harassment, Harmful Communications and Related Offences Act 2020 (Coco's Law)

Report on the implementation of aspects of Anti-Bullying measures in schools (2022)



Cineáltas: Action Plan (2022)



Cineáltas: Action Plan on Bullying Implementation Plan 2023-2027 (2023)



Perspectives on Bullying Behaviour 2023

Child Protection Procedures 2025

Circular 55/2024



Supporting Documents

Wellbeing Policy Statement and Framework for Practice (2019)

Cineáltas Action Plan on Bullying (2022)

Cineáltas Action Plan on Bullying Implementation (2023)

Bí Cineálta Procedures (2024)

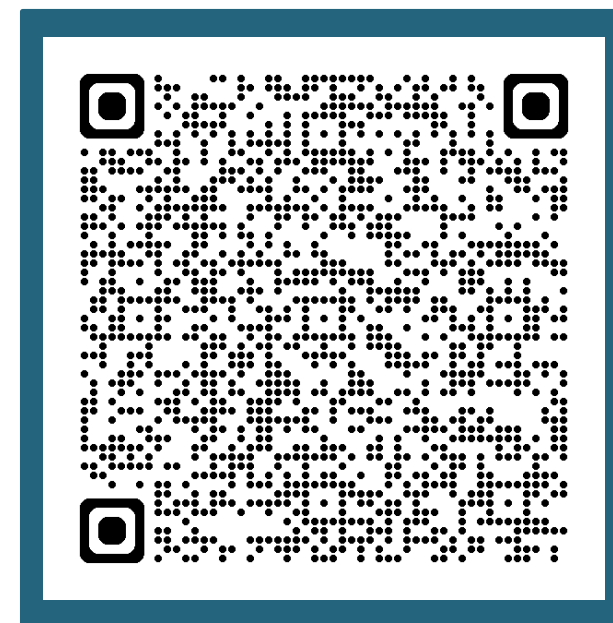
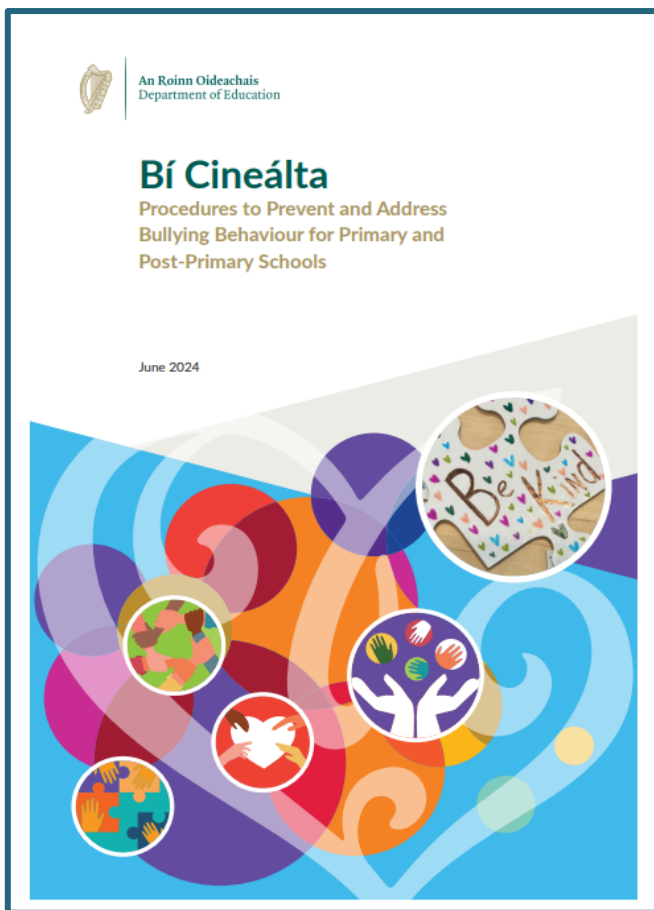
Circular 55/2024

Section 1.1, Bí Cineálta





Bí Cineálta Procedures



<https://tinyurl.com/z6fmhan5>



Bí Cineálta: Content Overview

Section 1: Introduction

Section 2: Bullying Behaviour

Section 3: Impact of Bullying Behaviour

Section 4: School Bí Cineálta Policy to Prevent and Address Bullying Behaviour

Section 5: Preventing Bullying Behaviour

Section 6: Addressing and Recording Bullying Behaviour

Section 7: Oversight/Appendices

Appendix A: School Bí Cineálta Policy to Prevent and Address Bullying Behaviour

Appendix B: Student-Friendly Bí Cineálta Policy

Appendix C: Guide to Addressing Bullying Behaviour

Appendix D: Guide to Providing Bullying Behaviour Update

Appendix E: Review of the Bí Cineálta Policy

Appendix F: Notification regarding the BoM's annual review of the Bí Cineálta Policy

A Whole Education Approach



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UNESCO (2021)
Section 1.2, Bí Cineálta

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Scoile agus Múinteoirí

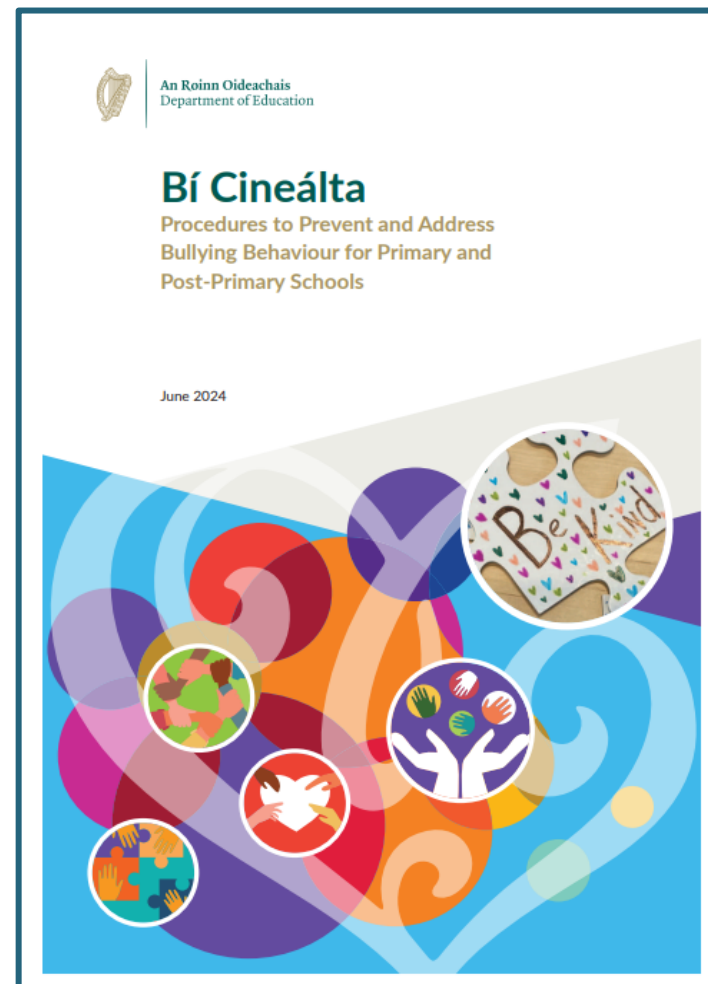
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Bullying Behaviour



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Definition of Bullying Behaviour

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.





How does bullying behaviour occur?

Bullying behaviour can take many forms and can occur separately or together. These can include the following, which is not an exhaustive list:

Direct	Indirect
Physical	Exclusion
Verbal	Relational
Written	Online Bullying Behaviour
Extortion	



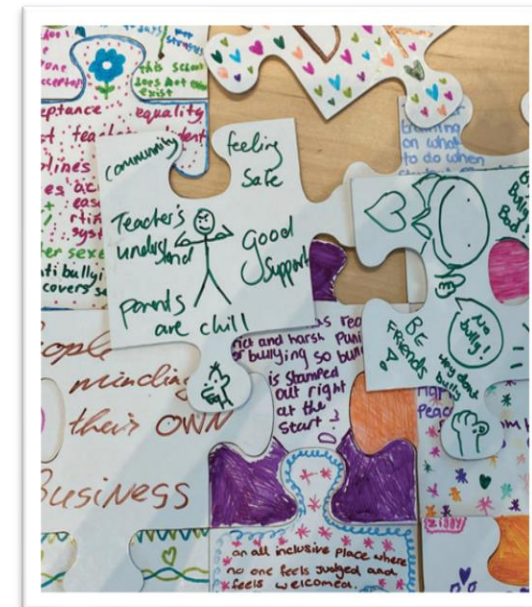
Section 2.5, *Bí Cineálta*



Types of Bullying Behaviour

There are many different types of bullying behaviour. These can include the following which is not an exhaustive list:

- Disablist bullying
- Gender identity bullying
- Exceptionally able bullying
- Homophobic/Transphobic bullying
- Physical appearance bullying
- Racist bullying
- Poverty bullying
- Religious identity bullying
- Sexist bullying
- Sexual harassment



Section 2.7, Bí Cineálta

How can bullying behaviour impact on the person experiencing it?



Bullying behaviour can:

- have a severe and profound impact on people in both the short and long term
- cause stress, insecurity, humiliation and anxiety
- have a detrimental effect on experiences of education and education outcomes
- damage self-confidence resulting in lowering self-esteem
- cause changes in mood and behaviour
- in extreme cases, result in mental health difficulties.

Cyber-bullying (Online Bullying Behaviour):

- can often go unnoticed as much online activity is not subject to adult supervision
- offers a degree of anonymity that can protect the person(s) causing harm from being detected
- can have a wider audience
- can be difficult to have offensive comments or material removed.

Where can bullying behaviour occur?



Bullying behaviour can happen anywhere, online or offline, at any time, but there are certain times and places where bullying behaviour can be more likely to occur.

Inside the school



Cyber-bullying (Online)



Outside the school



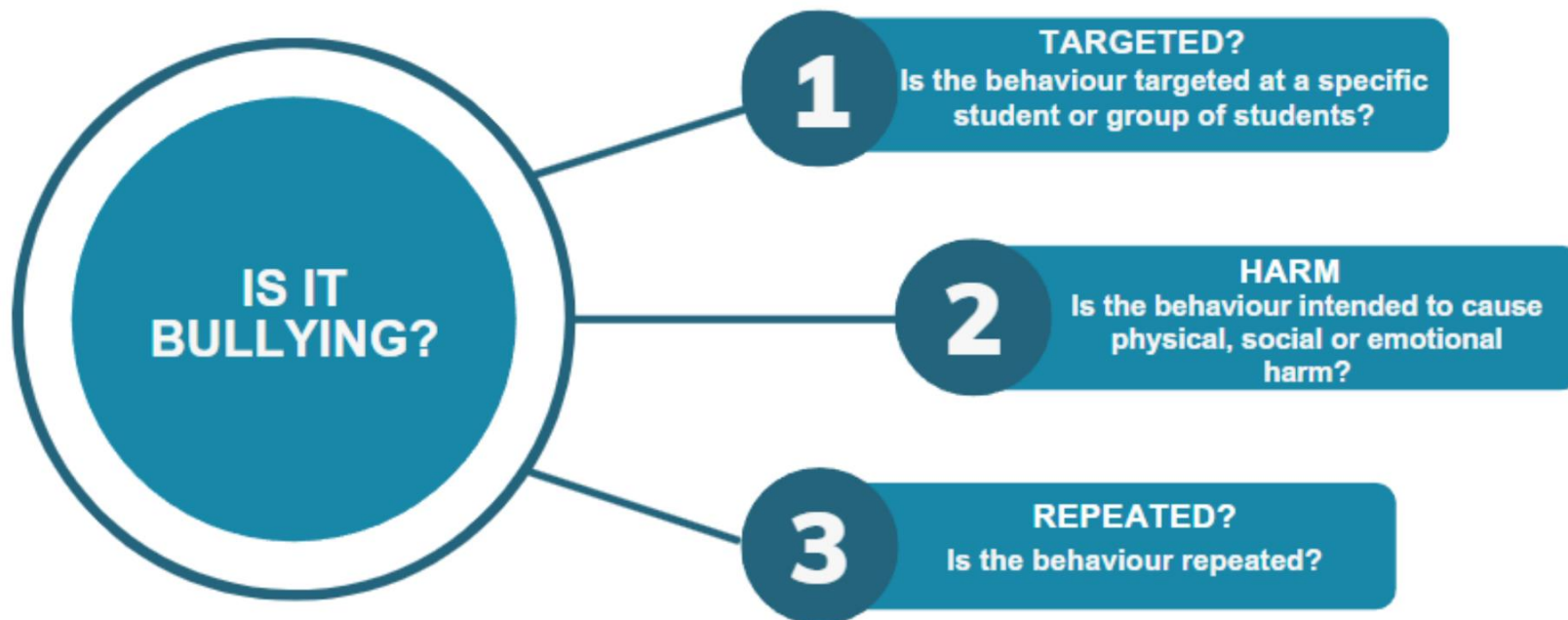
Bullying Behaviour Outside the School



A school is not expected to deal with bullying behaviour that occurs when students are not under the care or responsibility of the school. However, where this bullying behaviour has an impact in school, schools are required to support the students involved. Where the bullying behaviour continues in school, schools should deal with it in accordance with their Bí Cineálta policy.



Identifying if Bullying Behaviour has Occurred?



If the answer to each of the questions is Yes, then the behaviour is bullying behaviour and the behaviour should be addressed using the Bí Cineálta Procedures.

If the answer to any of the questions is No, then the behaviour is not bullying behaviour. Strategies to deal with inappropriate behaviour are provided for within the school's Code of Behaviour.



Activity

Breakout Room

Read the assigned scenario and consider the following questions:

Is the behaviour targeted at a specific student or group of students?

Is the behaviour intended to cause physical, social or emotional harm?

Is the behaviour repeated?





Scenario: Is it Bullying Behaviour?

Lily has been best friends with Agnes, Ella and Lorraine since primary school and the group can be largely seen as a 'clique'. As the year head puts it, 'they have a strained relationship with the rest of their year'. Through her hobbies and interests, Lily has maintained some form of friendship with some other students in her year. Due to different hobbies and interests, the girls have started to 'drift'. Lily sees on social media that the three girls met last Saturday in town. Lily was very upset and cried that evening at home. Her parents approach the year head and say Lily is being bullied by the girls. The three girls tell the year head that they are 'just no longer friends'. They tell the year head they 'shouldn't be in trouble for not being friends with someone any longer'. That evening, the school Principal receives a phone call from Ella's father with the same message and requesting a meeting.

1

TARGETED?

Is the behaviour targeted at a specific student or group of students?

2

HARM?

Is the behaviour intended to cause physical, social or emotional harm?

3

REPEATED?

Is the behaviour repeated?

Scenario: Is it Bullying Behaviour?



A group of students in 3rd year play an online multiplayer game together in the evenings at home. Among them is a girl named Aoife who is relatively new to the game. Another player, Ali, consistently targets Aoife during the game sessions. He mocks Aoife's gaming skills, calling her derogatory names and belittling her in the public in-game chat. Not only does Ali insult Aoife during the game, but he also takes screenshots of her gameplay and shares them on social media with offensive and insulting captions such as 'girls are useless at this'. Ali encourages other gamers to join in the 'slagging'. As a result of this behaviour, Aoife starts to avoid playing the game altogether. She becomes anxious about interacting with the online community and loses interest in something she initially enjoyed. The persistent online harassment takes a toll on Aoife's mental wellbeing. She is now reluctant to attend school citing a tummy ache/ headache most mornings.

1

TARGETED?

Is the behaviour targeted at a specific student or group of students?

2

HARM?

Is the behaviour intended to cause physical, social or emotional harm?

3

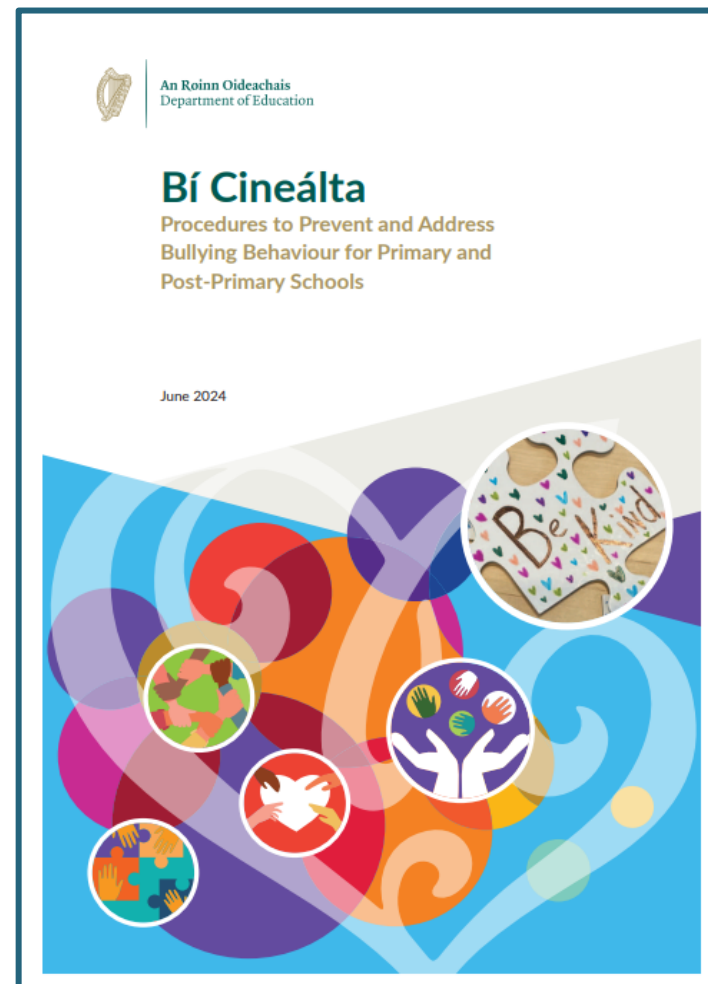
REPEATED?

Is the behaviour repeated?

Sample scenario from gov.ie



Bí Cineálta Policy and Appendices





Bí Cineálta Policy – Requirements

Bí Cineálta Policy

Each school is required to develop and implement a Bí Cineálta policy that sets out how the school community prevents and addresses bullying behaviour.

The Bí Cineálta policy must clearly indicate the teachers in the school who are responsible for addressing bullying behaviour.

A template document which **must** be used by all schools as a basis for developing their Bí Cineálta Policy is contained in **Appendix A – pg. 54.**

Student Friendly Bí Cineálta Policy

Schools **must** develop a student-friendly version of their Bí Cineálta Policy to Prevent and Address Bullying Behaviour and engage with the school community to develop and review this policy.

Schools **can** use the student-friendly policy template contained in **Appendix B – pg. 58** as the basis and amend accordingly.

pp.
30 & 31

Section 4.1, 4.2 Bí Cineálta



Bí Cineálta Policy

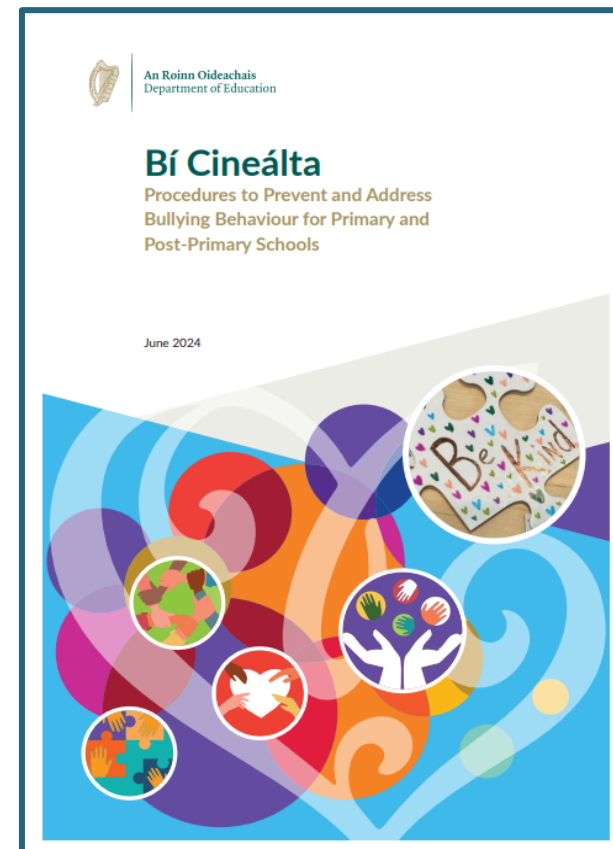
Appendix A

Section A: Development/review of our
Bí Cineálta Policy to Prevent
and Address Bullying Behaviour

Section B: Preventing Bullying Behaviour

Section C: Addressing Bullying Behaviour

Section D: Oversight/Appendices





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Addressing and Recording Bullying Behaviour



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Addressing Bullying Behaviour

Section 6.1 Identifying if bullying behaviour has occurred

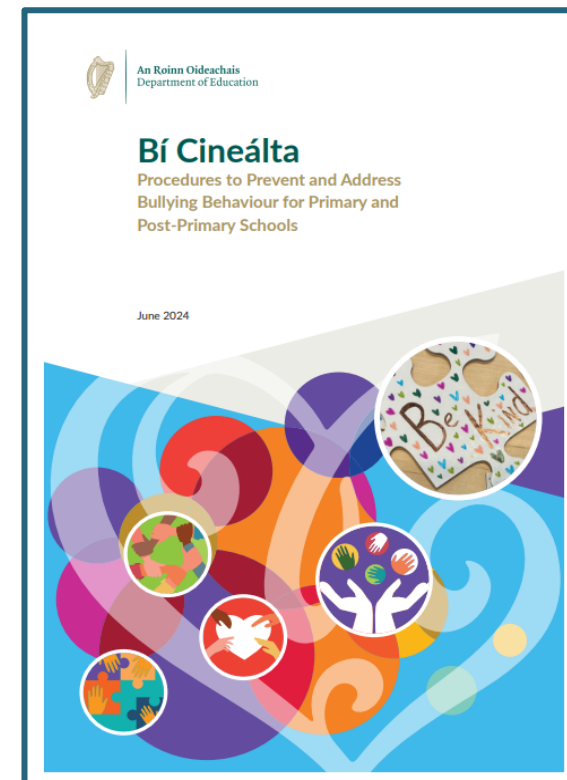
Section 6.2 Where bullying behaviour has occurred

Section 6.3 Requests to take no action

Section 6.4 Determining if bullying behaviour has ceased

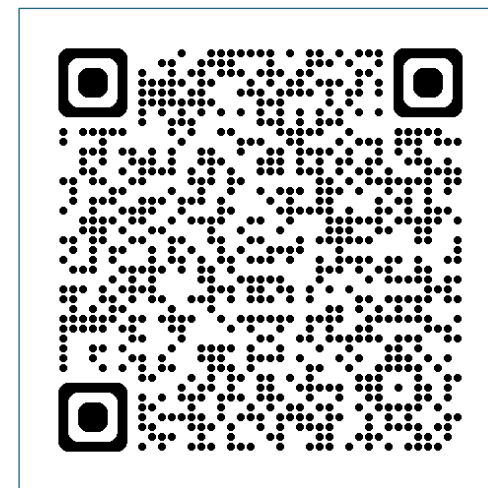
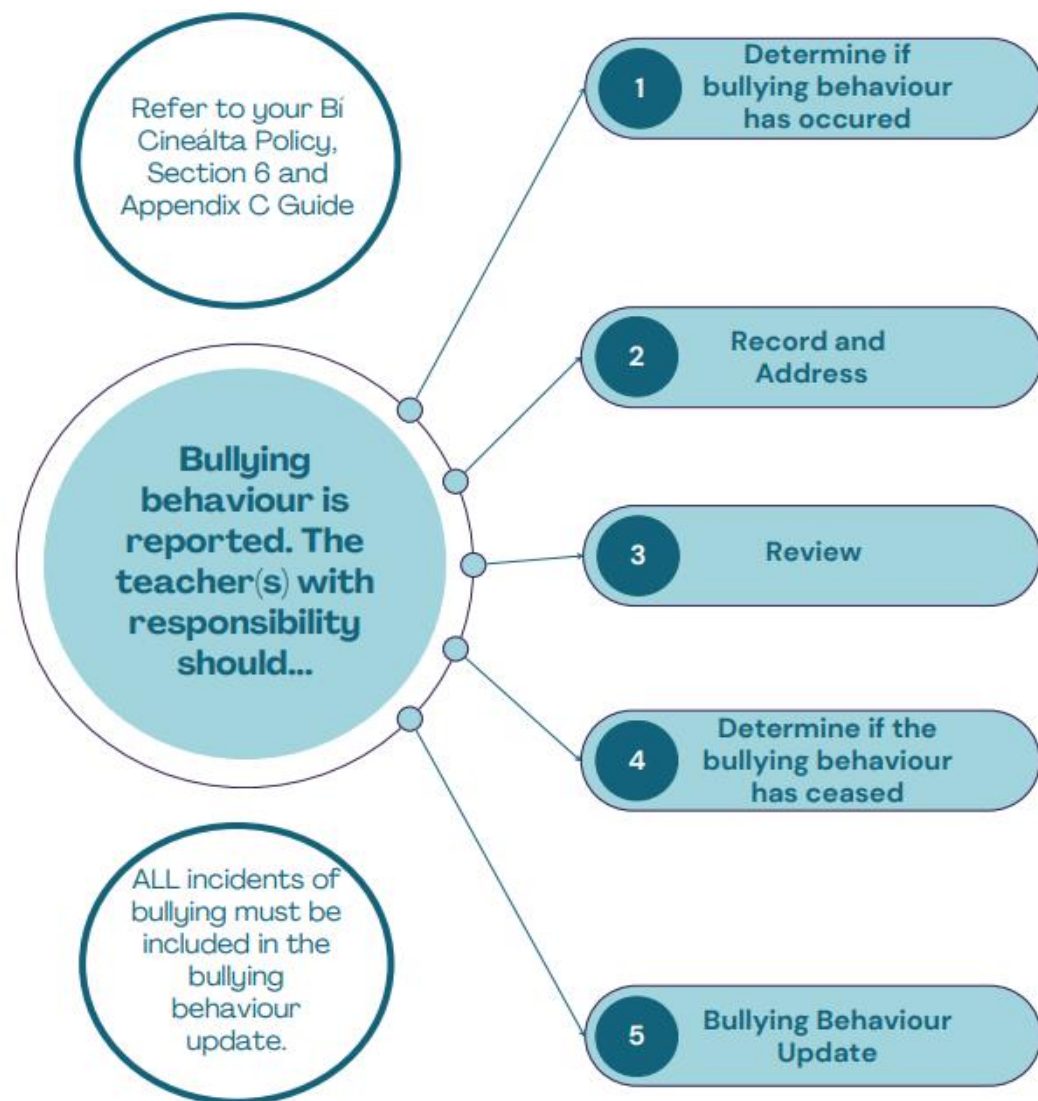
Section 6.5 Recording bullying behaviour

Section 6.6 Complaints procedures





Addressing Bullying Behaviour





Recording Bullying Behaviour

All incidents of bullying behaviour should be recorded.

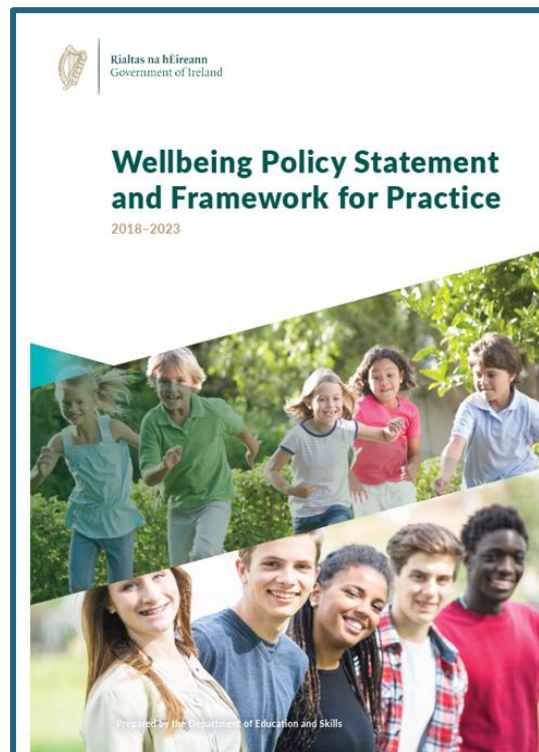
This record should document the following:

Form of bullying behaviour (Section 2.5)	Views of student(s)/parent(s) regarding the actions to be taken to address bullying behaviour
Type of bullying behaviour (Section 2.7)	Date of review with student(s)/parent(s) to determine if bullying behaviour has ceased and the views of students and their parents in relation to this
Where and when (if known)	Engagement with external services/supports (if any)
Date of initial engagement with student(s)/parent(s)	





Preventing Bullying Behaviour





Preventing Bullying Behaviour

The Wellbeing Policy Statement and Framework for Practice provides the following four key areas that are essential for a holistic, whole school approach to wellbeing promotion:

Figure 2: Whole School Approach - Four Key Areas Wellbeing Promotion



Can you identify prevention strategies under these four headings in your school context?



Bí Cineálta: Prevention Strategies



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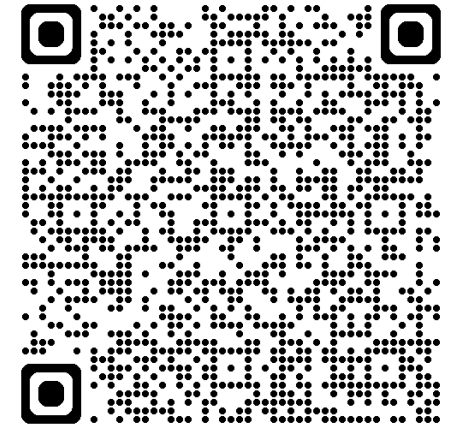
Section 5.5
Preventing
cyberbullying

Section 5.6
Preventing
homophobic/
transphobic
bullying

Section 5.7
Preventing
racist bullying

Section 5.8
Preventing
sexist bullying

Section 5.9
Preventing sexual
harrassment



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39-41

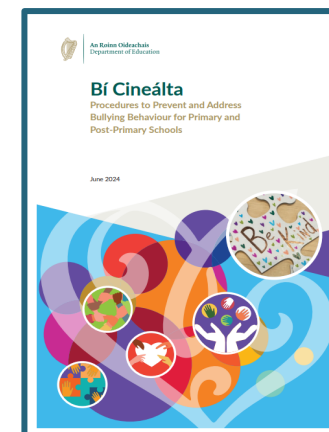


When Bullying Becomes a Child Protection Concern

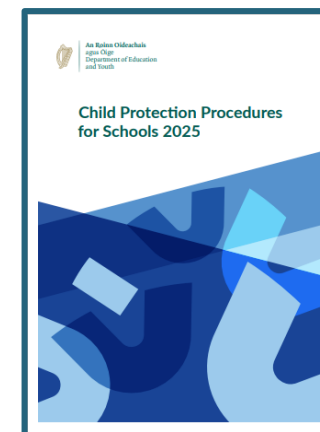
Generally, bullying behaviour can be addressed without the involvement of Tusla. However, bullying behaviour can become a child protection concern when it results in significant physical or emotional harm, or where it becomes a persistent and severe problem and measures taken to address it are not effective.

In determining when bullying behaviour should be reported to Tusla, the following factors should be considered:

- Impact on the child
- Protective/appropriate action taken by parents/carers
- Protective/appropriate action taken by school
- Engagement of child/family with support services such as NEPS.



Section 2.4, p.20



Section 2.4, p.22



Criminal Behaviour

Bullying behaviour can be considered criminal behaviour under certain circumstances and legal consequences can apply. The age of criminal responsibility in Ireland is 12 years.

Some online behaviour may be illegal and students need to be aware of the far-reaching consequences of posting inappropriate or harmful content online. (Coco's Law)

If bullying behaviour involves physical violence or threats of violence, it *may* be considered assault.

If bullying behaviour involves sexual harassment or sexual assault, this may also be considered criminal behaviour.

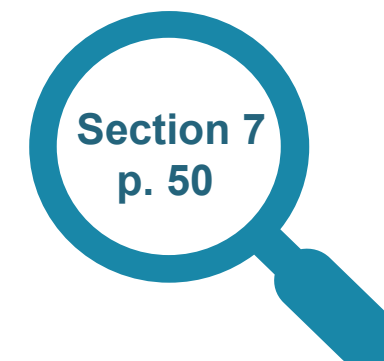
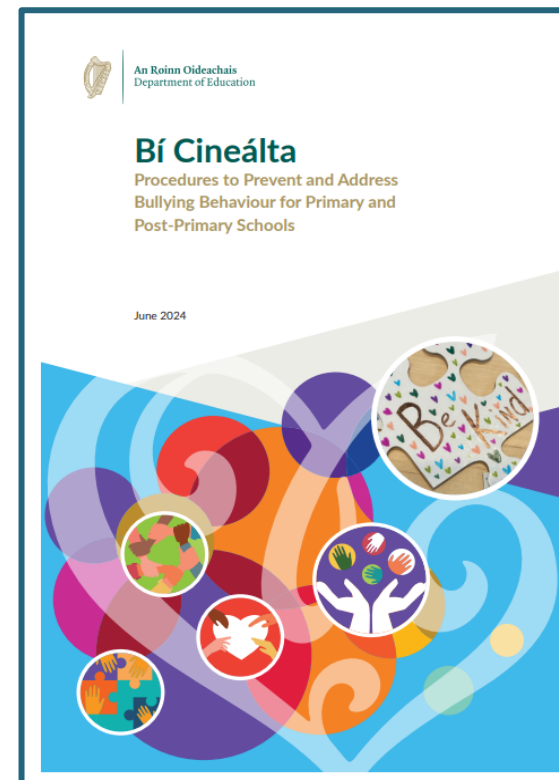
An Garda Síochána is the appropriate authority to investigate alleged criminal behaviour.



p. 19



Oversight



Section 7
p. 50



Bullying Behaviour Update

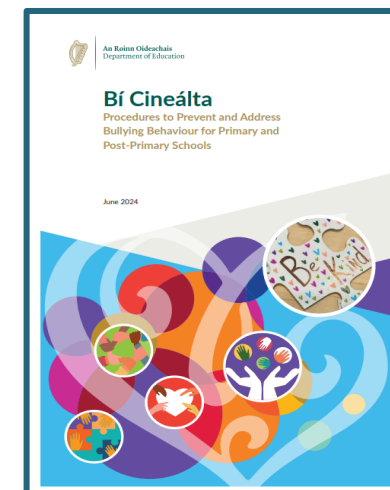
At **each** meeting of the board of management, the principal **must** present a bullying behaviour update. **Appendix D** provides a guide to supporting principals in this regard.

The update **must** include the following:

- *the number of incidents of bullying behaviour that have been reported since the last meeting*
- *the number of incidents of bullying behaviour that are currently ongoing*
- *the number of incidents of bullying behaviour that have been reported since the beginning of the school year*

Where incidents of bullying behaviour have been reported since the last meeting, the update must include a verbal report.

Section 7.1, *Bí Cineálta*



Annual Review



A school's Bí Cineálta policy **must be reviewed each calendar year** or as soon as is practicable where the board of management determines a review is warranted.

The review should be completed with input from all stakeholders:

Board of Management

Students

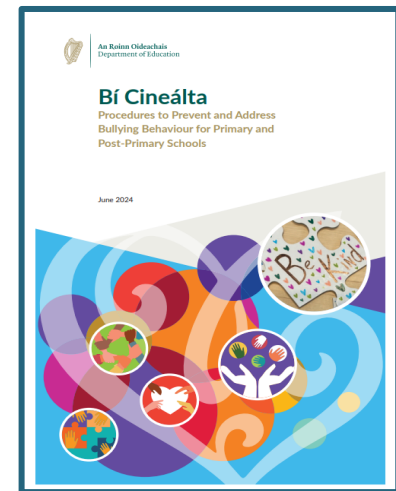
Staff

Parents

Appendix E must be completed to confirm that all aspects of the annual review are completed.

Appendix F can be used to give notice that the annual review has taken place. This can be published on the school website once the review has taken place.

Section 7.2, Bí Cineálta



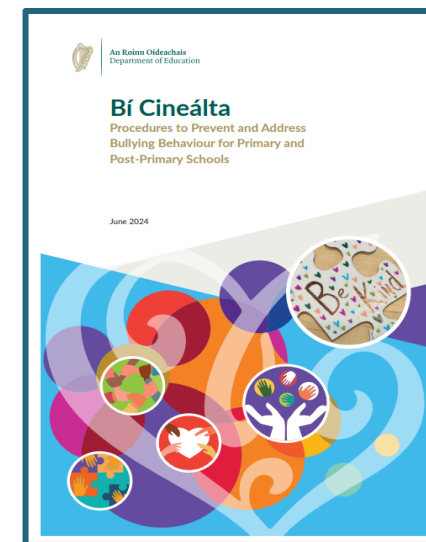


Annual Reporting to the DEY

As part of the Cineáltas Action Plan on Bullying, the Department of Education and Youth, is progressing the development of a national database to facilitate data on bullying behaviour being collated in an anonymised manner with a view to informing an annual national report on bullying behaviour in schools.

This information will not identify individual schools or students.

This database is in development phase and further information will be provided to schools in due course.

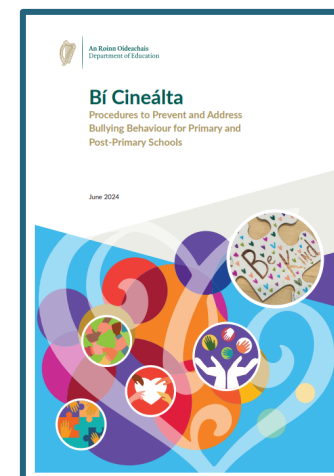


Section 7.3, Bí Cineálta



Summary of Appendices

Appendix A	Bí Cineálta policy	Must be used as a basis for each school's Bí Cineálta policy.
Appendix B	Student Friendly Bí Cineálta policy	Must be developed by each school. Template can be used for this.
Appendix C	Guide to Addressing Bullying Behaviour	Guide can be used to address bullying behavior.
Appendix D	Guide to providing bullying behaviour update to the board of management	Guide can be used to assist Principals in providing bullying behaviour update to the board of management.
Appendix E	Review of Bí Cineálta policy	Must be completed when the Bí Cineálta policy is reviewed.
Appendix F	Notification of Annual Review	Can be used to notify the schools community that the annual review has been completed.
Appendix G	Bí Cineálta-Overview of the Procedures	Overview of the key areas of change from the 2013 anti-bullying procedures.



Steps Taken by Schools



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Steps that have been taken:

- Consult with parents, pupils and the wider school community
- Audit prevention strategies
- Develop a Bí Cineálta and Student Friendly Bí Cíneálta Policy
- Share policy with the school community and publish on the school website

Future Steps to be taken:

- Continue to enact the policy
- Engage in review process
- Respond to emerging needs
- Update policy annually



Supports



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