Ennistymon Community School
Bí Cineálta Policy to Prevent and Address Bullying Behaviour

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The Board of Management of Ennistymon Community School 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 *Cineáltas: 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.

Stakeholder	Date consulted	Method of consultation
School Staff	10/4/2025 19/9/2025	Discussion and Microsoft Form Staff review Policy
Students	03/12/2024	Focus group with student council
Parents	05/11/2024 26/5/2025	Parents Council Meeting All Parents/Guardians Surveyed
Board of Management	27/02/2025	Outlined Overview of Bí Cineálta procedures and policy to BOM.
Wider school community as appropriate, for example, bus drivers	24/06/2025	Sent to Bus Eireann Inspector to distribute to all bus drivers. Feedback requested.
Date policy was approved: 24th September 2025		
Date policy was last reviewed: To be reviewed in 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 (see Chapter 5 of the Bí Cineálta procedures):

We strive to create a positive and inclusive culture and environment to prevent bullying behaviour by:

- Fostering relationships based on respect within the school community.
- Maintaining a culture where bullying is unacceptable and taking a consistent approach to addressing bullying behaviour.
- Encouraging students to promote kindness, respect and inclusion within their peer groups.
- Creating a telling environment whereby students feel safe reporting bullying behaviour.
- Creating safe physical spaces within the school by having areas suitably supervised before school, during breaks and lunches and during all school activities.
- Promoting the school's values of inclusivity through the use of artwork and signage, fostering equality, diversity and respect.
- Enforcing the Code of Positive Behaviour where necessary to tackle bullying behaviour.

Curriculum:

- The Social Personal and Health Education (SPHE) and Relationships and Sexuality Education (RSE) curricula at primary level aim to foster students' wellbeing, self-confidence and sense of belonging and to develop students' sense of personal responsibility for their own behaviour and actions.
- The FUSE Anti-bullying programme is incorporated in the SPHE classes at Junior Cycle. The goal of the programme is to connect everyone in a school community to work together to tackle bullying and promote online safety.
- First year students will participate in the Friends for Life programme.
- Students can also consider diversity and inclusion through the National Council for Curriculum and Assessment's Religious Education specifications/syllabus.
- In Civic Social and Political Education (CSPE), there is a focus on the interdependence of people in communities, at local as well as national and international levels
- History can be used to raise awareness of racism and colonialism.
- New Student Induction Programme / Transition & Transfer to Post Primary Education - NCSE Student Support / School Completion Programme.
- Wellbeing is encompassed through a multi-disciplinary approach in Junior Cycle and Transition Year, and to this end all subject department plans, and schemes of work incorporate reference to wellbeing, developing positive self-image, coping strategies and positive peer interactions.
- Practical subjects can be used to promote, through teamwork, an awareness of nature and impacts of bullying.
- Business Studies incorporates legislation and best practices regarding employment equality and unfair dismissal.

Relationships and partnerships:

- Strong interpersonal connections are a vital part of effectively preventing and addressing bullying behaviour.
- We strive to support the active participation of students in school life through the student council, lunchtime clubs and student noticeboards and surveys. We will conduct surveys of students to see how bullying is perceived in the school and have an anonymous survey available for students to report bullying as it arises.
- We will conduct workshops for students, school staff and parents to raise awareness of the impact of bullying.
- We encourage peer-mentoring between TY and first year students.
- We will promote acts of kindness through our Bí Cineálta week.
- We have an active parents' association who will give feedback on our policy and tacking bullying.
- We have an Anti-bullying coordinator and student support team in place to investigate, review and report on bullying within the school.
- We have anti-bullying student ambassadors assigned to promote Bí Cineálta in the school.

Preventing cyber bullying:

- Through SPHE and Digital Literacy curricula.
- Through our acceptable use policy.
- Through the hosting of online safety events for parents and students.
- Through the holding of an internet safety day to reinforce awareness and appropriate online behaviour.

Preventing homophobic/transphobic bullying behaviour:

- Maintaining an inclusive physical environment by displaying relevant posters.
- Through the challenging of gender stereotypes.
- Through encouraging students to speak up when they witness homophobic behaviour.
- Through conducting of workshops/events to raise awareness of homophobic bullying behaviour e.g., holding of the Stand-Up Awareness week.

Preventing racist bullying behaviour:

- By fostering a school culture where diversity is celebrated.
- By having cultural diversity of the school visible and on display
- By encouraging bystanders to report when they witness racist behaviour.
- By ensuring library reading material is inclusive of all cultural backgrounds.

Preventing sexist bullying behaviour:

- Ensuring staff model respectful behaviour.
- Ensuring all students have access to the same opportunities and are equally represented regardless of their sex.
- Celebrating diversity at school.
- Encouraging parents to reinforce these values of respect at home.

Preventing sexual harassment:

- Through the enforcement of the Code of Positive Behaviour and a zero-tolerance approach towards sexual harassment.

- Using the updated SPHE specifications at post-primary level to teach students about healthy relationships and how to treat each other with respect and kindness.
- By promoting positive role models within the school community.
- By challenging gender stereotypes that can contribute to sexual harassment.

The school has the following supervision and monitoring policies in place to prevent and address bullying behaviour (see Chapter 5 of the Bí Cineálta procedures):

- The Ennistymon Community School will have effective supervision and monitoring of classrooms, corridors, school grounds, school tours and extra-curricular activities. Non-teaching staff and ancillary staff will be encouraged to be vigilant and report issues to the relevant teachers. Supervision will also apply to monitoring student use of ICT and mobile phones within the school. Students are expected to place their phones in a pouch in the classroom during their classes, as per the Code of Positive Behaviour. The use of phones during class time is at the discretion of teacher, for educational purposes only.
- The school offers a mix of organised activities during lunchtime.
- There are cameras in place all around the inside and outside of the school to monitor behaviour.
- The Code of Positive Behaviour is in place to address bullying behaviour.
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies).
- The Ennistymon Community School is committed to surveying the student body to identify the extent of bullying and, in so far as is possible, the students that are affected by it.

Section C: Addressing Bullying Behaviour

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

Senior Leadership Team (SLT), Year Head (YH), Anti-bullying Co-ordinator and Student Support Team (SST).



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 (see Chapter 6 of the Bí Cineálta procedures):

<u>Identifying if bullying behaviour has occurred:</u>

- Two staff members can be present when engaging with students individually initially without parents' notification and presence.
- Two staff members can be present when engaging with a group of students to investigate what happened. Teacher's discretion can be used with this approach about when best to use it. Parents will be notified in advance if a group of students are being brought together in relation to bullying incidents.

To determine whether the behaviour reported is bullying behaviour you should consider the following questions:

1. Is the behaviour targeted at a specific student or group of students?
2. Is the behaviour intended to cause physical, social or emotional harm?
3. Is the behaviour repeated?

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

If the answer to any of these questions is <u>No</u>, then the behaviour is not bullying behaviour. Strategies to deal with inappropriate behaviour are provided for within the ECS Code of Positive Behaviour.

When identifying if bullying behaviour has occurred teachers should consider what, where, when and why?

- If a group of students is involved, each student should be engaged with individually at first.
- The school reserves the right to bring students together in a group setting (if deemed appropriate) to establish if bullying behaviour has occurred.
- At the group meeting, each student should be asked for their account of what happened to ensure that everyone in the group is clear about each other's views.
- Each student should be supported as appropriate, following the group meeting.
- It may be helpful to ask the students involved to write down their account of the incident(s).

Procedure when investigating bullying behaviour:

- Staff and students may report bullying behaviour through the Bí Cineálta digital staff form in the staffroom or student policy QR code which is visible around the school. These will be monitored by the Senior Leadership Team (SLT), YH and Anti-bullying Co-ordinator. Parents, staff and students may also report concerns in person, by phone or by email.
- If students report an alleged bullying incident to a staff member, they should be made aware that this cannot be kept in confidence at the very least, their year head and SLT will be informed.
- Once the YH is aware of the allegation, an investigation begins. The YH in collaboration with a member of the SLT fills out a 'Student Bullying Investigation' form (SBI form) found in Appendix 2 and this is kept on file.
- Alleged incident(s) will be assessed and investigated by Year Head, Anti-bullying Co-ordinator and SLT.

Where bullying behaviour has occurred:

- Where bullying behaviour has occurred, the parents of the students involved must be contacted at an early stage to inform them of the matter and to consult with them on the actions to be taken to address the behaviour.
- A record should be kept of the engagement with all involved. Year head keeps a written account using SBI Form (Appendix 2) and Anti-bullying co-ordinator is notified.
- This record should document the form and type of bullying behaviour, if known (see Section 2.5 and 2.7 of the Bí Cineálta procedures), where and when it took place and the date of the initial engagement with the students involved and their parents.
- The record should include the views of the students and their parents regarding the actions to be taken to address the bullying behaviour.
- It is important to listen to the views of the student who is experiencing the bullying behaviour as to how best to address the situation.
- The school may inform some staff members if deemed necessary.

- The school reserves the right to bring students together in a group setting (if deemed appropriate) with the prior consent of student and parents.
- Prevention strategies as outlined in the Bí Cineálta policy should be introduced to try and resolve the issue. This may involve a whole-school approach.
- The school will follow up with all parties within 20 days (unless there are exceptional circumstances). Where this bullying incident has been resolved, the school will seek written confirmation from parent/guardian that they are in agreement with this.
- Given the complexity of bullying behaviour it is generally acknowledged that no one approach works in all situations. Our school will decide on an approach that is best suited to the circumstances. Approaches such as restorative practice and mediation may be used to address bullying behaviour. We reserve the right to enforce our Code of Positive Behaviour when deemed necessary.
- If the bullying behaviour has not ceased, other prevention strategies should be implemented. The Code of Positive Behaviour can be implemented as appropriate in these instances also.

<u>Requests to take no action by parent/guardian in collaboration with student</u>

- Where this occurs, it is important that the member of staff shows empathy to the student, deals with the matter sensitively and speaks with the student to work out together what steps can be taken to address the matter and how their parents/guardians will be informed of the situation. It is important that the student who has experienced bullying behaviour feels safe, however, it is acknowledged that the school will make every reasonable effort to keep all students safe but if a parent/guardian believes the student to be in danger, this should be reported to An Garda Síochána.
- Parents may also make schools aware of bullying behaviour that has occurred and specifically request that the school take no action. Parents should put this request in writing to the school or be facilitated to do so where there are literacy, digital literacy or language barriers. However, while acknowledging the parent's request, schools may decide that, based on the circumstances, it is appropriate to address the bullying behaviour.

<u>Determining if bullying behaviour has ceased:</u>

- The year head/SLT/ anti-bullying co-ordinator must engage with the students and parents involved no more than 20 school days after the initial discussion to review progress following the initial intervention.
- Even though the bullying behaviour may have ceased, ongoing supervision and support may be required for both the student who has experienced the bullying behaviour as well as the student who has displayed the behaviour. It can take time for relationships to settle and for supports to take effect.
- If the bullying behaviour has not ceased, the teacher should review the strategies used in consultation with the students and parents and agree to meet again over an agreed timeframe until the bullying behaviour has ceased.
- Where it becomes clear that the student who is displaying the bullying behaviour is continuing to display the behaviour, then the school should consider using the strategies to deal with inappropriate behaviour as provided

for within the school's Code of Positive Behaviour. If disciplinary sanctions are considered, this is a matter between the relevant student, their parents and the school.

Recording bullying behaviour:

- All incidents of bullying behaviour should be recorded. The record should document the form (Section 2.5) and type (See Section 2.7) of bullying behaviour, if known, where and when it took place and the date of the initial engagement with the students and their parents.
- These records should be retained in accordance with the school's record keeping policy and in line with data protection regulations.

Complaint process:

- If a parent is not satisfied with how bullying behaviour has been addressed by the school, in accordance with these procedures, they should be referred to the school's complaints procedure.
- Additional Information relating to schools' complaint procedures are available at the following link: https://www.gov.ie/en/policyinformation/parentalcomplaints
- In the event that a student and/or parent is dissatisfied with how a complaint has been handled, a student and/or parent may make a complaint to the Ombudsman for Children if they believe that the school's actions have had a negative effect on the student. The Office of the Ombudsman for Children can be contacted at ococomplaint@oco.ie.

The school will use the following approaches to support those who experience, witness and display bullying behaviour (see Chapter 6 of the Bí Cineálta procedures):

- Access to the Student Support Team including, the Senior Leadership Team, the Year Heads, the Chaplain and the guidance counsellors.
- Access to post box and survey to report bullying anonymously if preferred.
- The National Educational Psychological Service (NEPS) to advise the school on best practice in preventing and addressing bullying.
- OIDE provide professional learning for staff on the implementation of the Bí Cineálta procedures.
- Webwise- an online safety initiative to promote safer, better internet use.
- The National Parents Council delivers online and in person courses to support parents of both primary and post-primary students to prevent and address bullying behaviour.
- The DCU Anti-Bullying Centre offers a range of modules as part of its FUSE programme for the entire school community that can be used to help to promote a positive school culture and assist in preventing and addressing bullying behaviours.

- Tusla will be contacted directly for advice where it considers the bullying behaviour is a child protection concern.
- Students who observe incidents of bullying behaviour will be encouraged to discuss them with their teachers and their parents and to avail of counselling where they feel it may assist them to cope effectively with what they have experienced.

A detailed account of 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*. Although every effort will be made to gain in-depth information from all parties involved in the alleged bullying reported. It must be acknowledged that school staff investigating can only act upon the information reported to them.

Section D: 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.

Signed: _____ Date: _____

(Chairperson of board of management)

Signed: _____ Date: _____

(Principal)

Appendix 1: Student friendly Bí Cineálta policy

Bí Cineálta!

We want everyone at Ennistymon Community School to feel safe and happy.

If you think that you are being bullied or someone else is being bullied, you need to tell a teacher or another adult that you trust. They will know what to do to help.

Get help!

Tell someone!

If a student tells a staff member that they think they are being bullied, we will:

- talk with the student
- ask the student what they want to happen
- work out a plan together
- talk to their parents
- talk to the other student(s) involved
- talk with the other student's parents

Anonymous form for reporting bullying in ECS

Please tell someone if you think that you are being bullied or someone else is being bullied.

Our school has a Bí Cineálta policy to try to stop bullying behaviour.

We look at this policy every year to see what is working well or what could work better.

We will ask you what you think.



Bullying behaviour is when someone keeps being mean or hurtful to others on purpose over and over again.

When it happens a lot.
Not just once.

Appendix 2: Ennistymon Community School template for recording bullying behaviour

Student Bullying Investigation Form

School Name:	**Ennistymon Community School**	
Teacher/Student reporting:		
Year Head:		
Date Reported:		
Date Investigation Started:		

Section 1: Incident Information

Details of Alleged Target: (Student Being Allegedly Bullied)

Note: If more than 1 target, a form must be completed for everyone

Details of Alleged:

Name			
Year		Age	
Class		Gender	

Time of Incident:

Date	**Time**

Location of Incident (check all that apply):

- ☐ Classroom
- ☐ Hallway
- ☐ Canteen
- ☐ Toilet
- ☐ Courts/Pitch/Outside areas
- ☐ School activity

- ☐ Online/Social Media
- ☐ Other: _____

Type of Bullying (check all that apply):

- ☐ Physical (hitting, pushing, etc.)
- ☐ Verbal (name-calling, insults, etc.)
- ☐ Social/Relational (exclusion, gossip)
- ☐ Cyberbullying (online harassment)
- ☐ Religious identity bullying
- ☐ Poverty bullying
- ☐ Racist bullying
- ☐ Sexual (inappropriate comments or actions)
- ☐ Homophobic/Transphobic
- ☐ Related to disability/SEN
- ☐ Other: _____
  (this list is not exhaustive)

Name of Student(s) Alleged in bullying:

Details			
Name			
Year		Age	
Class		Gender	

Name of Student(s) Alleged in bullying

Details			
Name			
Year		Age	
Class		Gender	

Name of Student(s) Alleged in bullying

Details			
Name			
Year		Age	

Class		Gender	

Description of the Incident

(Please provide details of what happened):

- What happened
- Where it occurred
- Who was involved
- Any known witnesses

Note: Attach any written student statements or screenshots if relevant.

Section 2: Investigation Details

Witnesses (List any individuals who may have witnessed the incident):

Name of Student(s):

Details			
Name			
Year		Age	
Class		Gender	

Possible statement of witness:

Evidence Collected (Please list any evidence, such as photos, videos, messages, etc.):	

Student Interviews Conducted (Provide a summary of the interviews with involved students):

Section 3: Findings & Action Taken

Is the bullying confirmed?

- ☐ Yes
- ☐ No
- ☐ Undetermined

Outcome of the Investigation:

- ☐ The incident was a misunderstanding.
- ☐ The bullying was confirmed, and action is required.
- ☐ No further action required at this time.
- ☐ Other: _____

Actions Taken (Select all that apply):

- ☐ Parental/Guardian Notification
- ☐ Counselling for Victim
- ☐ Counselling for Alleged Bully
- ☐ Disciplinary Actions (detention, suspension, etc.)
- ☐ Mediation Session
- ☐ Change of Seating/Classes
- ☐ Other: _____

Record of discussion with parent/guardian of student alleged to be bullied:

Parent/Guardian name:	
Date of discussion:	
Details:	

Conclusion/effectiveness of strategies implemented:

Section 4: Review

Follow up with student and parent/guardian to confirm that the bullying (if confirmed) has ceased, no more than 20 days after the investigation began.

Details of discussion with student:

Date:	
Outcome:	

Details of discussion with parent/guardian:

Date:	
Outcome:	

Follow up actions:

Date ceased: _____

(confirmed in writing by parents, is possible)

Investigation Completion Details:

Year Head Name:	
Date of Report:	
Signature:	

Notes:

Appendix 3: Guide to Providing Bullying Behaviour Update

Guide to providing Bullying Behaviour Update for board of management meeting of Ennistymon Community School

Having reviewed the details of the incidents of bullying behaviour that have been reported since the previous board of management meeting, the principal must provide the following information at each ordinary meeting of the board of management:

Total number of new incidents of bullying behaviour reported since the last board of management meeting.	
Total number of incidents of bullying behaviour currently ongoing.	
Total number of incidents of bullying behaviour reported since the beginning of this school year.	

Where incidents of bullying behaviour have been reported since the last meeting, the update must include a verbal report which should include the following information where relevant:

- the trends and patterns identified such as the form of bullying behaviour, type of bullying behaviour if known, location of bullying behaviour, when it occurred etc
- the strategies used to address the bullying behaviour
- any wider strategies to prevent and address bullying behaviour
- if any serious incidents of bullying behaviour have occurred which have had a serious adverse impact on a student
- if a parent has informed the school that a student has left the school because of reported bullying behaviour
- if any additional support is needed from the board of management
- if the school's Bí Cineálta policy requires urgent review in advance of the annual review

This update should not include any personal information or information that could identify the students involved.

Appendix 4: Review of the Bí Cineálta Policy

Review of the Bí Cineálta Policy

The Board of Management (the Board) must undertake an annual (calendar) review of the school's Bí Cineálta policy and its implementation in consultation with the school community. As part of the review, this document must be completed.

Bí Cineálta Policy Review

1. When did the Board formally adopt its Bí Cineálta policy to prevent and address bullying behaviour in accordance with the *Bí Cineálta Procedures for Primary and Post-Primary Schools*? *Insert date when the Bí Cineálta policy was last adopted by the school.*
   24/09/2025
2. Where in the school is the student friendly Bí Cineálta policy displayed?

3. What date did the Board publish the Bí Cineálta policy and the student friendly policy on the school website? 24th September 2025.
4. How has the student friendly policy been communicated to students?

5. How has the Bí Cineálta policy and student friendly policy been communicated to parents

6. Have all school staff been made aware of the, school's Bí Cineálta policy and the *Bí Cineálta Procedures to Prevent and Address Bullying Behaviour for Primary and Post- Primary Schools?* ☐Yes ☐No
7. Does the Bí Cineálta policy document the strategies that the school uses to prevent bullying behaviour? ☐Yes ☐No
8. Has the Board received and minuted the Bullying Behaviour? Update presented by the principal at every ordinary board meeting over the last calendar year? ☐Yes ☐No
9. Has the Board discussed how the school is addressing all reports? of bullying behaviour? ☐Yes ☐No

10. Is the Board satisfied that all incidents of bullying behaviour are addressed in accordance with the school's Bí Cineálta Policy? ☐Yes ☐No

11. Have the prevention strategies in the Bí Cineálta policy been implemented? ☐Yes ☐No

12. Has the Board discussed the effectiveness of the strategies used to prevent bullying behaviour? ☐Yes ☐No

13. How have (a) parents, (b) students and (c) school staff been consulted with as part of the review of the Bí Cineálta Policy?

14. Outline any aspects of the school's Bí Cineálta policy and/or its implementation that have been identified as requiring further improvement as part of this review:

15. Where areas for improvement have been identified, outline how these will be addressed and whether an action plan with timeframes has been developed?

Does the student friendly policy need to be updated as a result of this review and if so, why?

16. Does the school refer parents to the complaint's procedures if they have a complaint about how the school has addressed bullying behaviour? ☐Yes ☐No

17. Has a parent informed the school that a student has left the school due to reported bullying behaviour? ☐Yes ☐No

18. Has the Office of the Ombudsman for Children initiated or completed an investigation into how the school has addressed an incident of bullying behaviour? ☐Yes ☐No

Appendix 5:

Notification regarding the board of management's annual review of the school's Bí Cineálta Policy

The Board of Management of Ennistymon Community School
confirms that the board of management's annual review of the school's Bí Cineálta Policy to Prevent and Address Bullying Behaviour and its implementation was completed at the board of management meeting of [date].

This review was conducted in accordance with the requirements of the Department of Education's *Bí Cineálta Procedures to Prevent and Address Bullying Behaviour for Primary and Post-Primary Schools*.

Signed:	Signed:
(Chairperson of board of management)	(Principal)
Date:	Date:

Date of next review: