COLÁISTE NA MBRÁITHRE CRÍOSTAÍ
Cill Chainnigh R95 X6CX

CBC KILKENNY
Dunningstown Road, Kilkenny R95 X6CX
An Edmund Rice School

SCIENTIA AC LABORE

Bí Cineálta Policy to Prevent and Address Bullying Behaviour Oct 2026

School Name:	**Christian Brothers College Kilkenny**
School Address:	**Dunningstown Rd, Kilkenny R95X6CX**
School Details:	CBC Kilkenny is a Voluntary Roman Catholic Secondary School under the Trusteeship and the Patronage of the Edmund Rice Schools Trust. The School is grant-aided by the Department of Education and is a single sex (boys) school.
School Management:	The Board of Management of CBC Kilkenny is a statutory Board appointed pursuant to the provisions of the Education Act 1998.

Mission Statement

Inspired by its founder, CBC Kilkenny aims to provide Catholic education in the Edmund Rice tradition. The school endeavours to be a caring Christian Community which promotes to the best of its ability the personal, spiritual, physical and intellectual development of its students.

Ethos

As an Edmund Rice School, CBC Kilkenny seeks to promote the five key elements of an Edmund Rice School as espoused by the ERST Charter:

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

Introduction

The word 'parent' in this document means parent or legal guardian.

The Board of Management of CBC Kilkenny 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 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 review of this policy.

School Stakeholder	**Date Consulted**	**Method of Consultation**
School Teaching Staff	August 2026	Staff Agenda 1/Google Form
SNA Staff	Sep 2026	Google Form Survey
Students	Sep 2026	Edmund Rice Leaders
Parents	Sep 2026	Focus Group with Parent Council
Board of Management	Oct 2026	BOM Discussion
Wider school community: Bialann Worker Representative Caretaker and Cleaners Office team representative	Sep 2026	Focus Group using questionnaire
Date policy was approved: **Oct 12th 2026 (original May 2025)**		
Date policy was last reviewed: **Oct 12th 2026**		

Section B: Preventing Bullying Behaviour

This section sets out the prevention strategies that are in use 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:

- A whole-school approach promotes respect and diversity, challenges prejudice and stereotypes, and reinforces the unacceptability of bullying.
- Student wellbeing and self-esteem are supported through curricular and extracurricular activities.
- Ongoing staff CPD ensures awareness of bullying, its impact, and effective prevention and intervention strategies.
- School-wide awareness campaigns engage students, staff, and parents.
- Supervision during the school day, at events, and online supports student safety; non-teaching staff are encouraged to report concerns.
- Student leadership and voice are promoted through initiatives like the Student Council, Prefects, Edmund Rice Student Leaders, Cairdeas, and SSE activities to foster peer respect and a safe environment.
- Students are encouraged to report concerns using a range of channels, including directly to a teacher, in writing, via a phone call, or through a trusted adult.
- Full implementation of SPHE, Turas, PE, CSPE, RSE and Digital Literacy curricula .
- Ongoing reminders to staff and students of their role in maintaining a safe school environment.
- The Bí Cineálta policy and its student-friendly version are reviewed with all stakeholders and published on the school website; the latter is displayed throughout the school.
- Programmes like One Good Adult and regular meetings of Student Support, SNA and SEN teams promote student wellbeing.
- The Bí Cineálta policy is communicated via the school app platform and bullying prevention resources are regularly promoted.
- Digital citizenship and responsible online behaviour are embedded in the curriculum; Internet Safety Day and Wellbeing Week are actively promoted.
- Full adherence to the IT Acceptable Use Policy.
- High-risk areas (e.g. staircases, hallways, Bialann queues) are supervised; classroom design and visibility features (e.g. clear door windows) support physical safety.

- School environment is enriched with visual messages promoting equality, inclusion, diversity, and respect.
- Implementation of the Wellbeing Policy and integration of wellbeing targets in SSE and subject planning.
- The Bí Cineálta policy aligns with the ERST ethos of respect, dignity, and inclusion.
- Partnerships with agencies like Ossory Youth, NEPS, Drum Youth Centre, and Teac Tom enhance wellbeing and anti-bullying efforts.

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

- Supervision
- Acceptable Use
- Code of Behaviour
- Accidents and Incidents
- Administration of First Aid
- Visiting Speaker
- Overnight School Trip
- School Day Trip
- Special Education Needs
- Attendance and Participation
- Exceptionally Able (Gifted) Student

Section C: Addressing Bullying Behaviour

The teachers with responsibility for addressing bullying behaviour for 2026 - 2027 are as follows:

6th Year: 6th Year Head	email: m.kehoe@cbckilkenny.ie
5th Year: 5th Year Head	email: c.mercer@cbckilkenny.ie
4th Year: TY Coordinator, TY Year Head	email: n.tyrrell@cbckilkenny.ie
3rd Year: 3rd Year Head	email: p.mccormack@cbckilkenny.ie
2nd Year: 2nd Year Head	email: j.lennon@cbckilkenny.ie
1st Year: 1st Year Head	email: m.ruth@cbckilkenny.ie

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 (see Chapter 6 of the Bí Cineálta procedures):

Identifying Bullying Behaviour

- The Year Head considers what happened, where, when, and why. If a group is involved, each student is spoken to individually first, then possibly as a group. Written accounts may also be requested.

Reporting Bullying Behaviour

- Any student or parent may report bullying to any teacher.
- All reports, including anonymous ones, will be investigated by the Year Head.
- All staff, including SNAs, caretakers, cleaning staffs and bus escorts, must report any incidents they witness or hear about to the Year Head.

Investigating and Dealing with Bullying Behaviour

- In investigating and dealing with bullying, the Year Head, will exercise his/her professional judgment in accordance with definition of bullying to determine whether bullying has occurred and how best the situation might be resolved as outlined in the Bí Cineálta Procedures to Prevent and Address Bullying Behaviour for Post Primary Schools.
- A school is not expected to deal with bullying behaviour that occurs when students are not under the care of the school. However, when the bullying behaviour has an impact in school, the school will support the student/s involved through listening, use of empathy, reassuring the student, a checking in mechanism, One Good Adult, informing parents and if necessary, pastoral and guidance school supports.
- The Year Head will adhere to the following when addressing bullying behaviour:
    - ensure that the student experiencing bullying behaviour feels listened to 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
- Parents and students are required to co-operate with any investigation and assist CBC Kilkenny in resolving any issues and restoring, as far as is practicable, the relationships of the parties involved as quickly as possible.
- In cases where it has been determined by the Year Head that bullying behaviour has occurred, the parents of the parties involved should be contacted at an early stage to inform

them of the matter and explain the actions being taken by reference to the Bí Cineálta Policy to Prevent and Address Bullying Behaviour.

- Where the Year Head has determined that a student has been engaged in bullying behaviour, it should be made clear to him how he is in breach of the CBC Kilkenny Bí Cineálta Policy to Prevent and Address Bullying Behaviour.
- The student will be instructed to immediately stop the bullying behaviour, and efforts should be made to try to get him to see the situation from the perspective of the student being bullied. Support will be provided as appropriate.
- It must also be made clear to all involved (each set of students and parents) that in any situation where disciplinary sanctions are required, this is a private matter between the student being disciplined, his parents and CBC Kilkenny.

Request to Take No Action

- If a student reporting bullying behaviour asks a member of staff to do nothing about the behaviour other than "look out" for them. The student may not want to be identified as having told someone about the bullying behaviour.
- 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 will be informed of the situation.
- Parents may also make the school 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.

Determining if Bullying Behaviour has Ceased

- In determining whether a bullying case has been adequately and appropriately addressed the Year Head must, as part of his/her professional judgment, 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 relations between the parties have been restored as far as is practicable.
  - Any feedback received from the parties involved, their parents or CBC Kilkenny Principal or Deputy Principals.
- The teacher 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.
- Where appropriate, a Restorative Practice approach will be adopted ensuring follow-up meetings with the relevant parties involved should be arranged separately with a view to possibly bringing them together at a later date if the student who has been bullied is ready and agreeable.

Complaint Process

- Unresolved concerns should follow the school's complaints procedure. See: Parental Complaints – gov.ie
- If unresolved after that, parents may contact the Ombudsman for Children at ococomplaint@oco.ie.

Recording of Bullying Behaviour

- It is imperative that all recording of bullying incidents must be done in an objective and factual manner.
- All staff must keep a written record of any incidents witnessed by them or notified to them using reporting templates. All incidents must be reported to the Year Head.
- The Year Head must inform the principal of all incidents being investigated.
- All incidents of bullying behaviour will be recorded on the reporting template, and the record should document the following:
    - The form (Section 2.5 of the Bí Cineálta procedures) and type (See Section 2.7 of the Bí Cineálta procedures) of bullying behaviour.
    - If known, where and when it took place.
    - The date of the initial engagement with the students and their parents.
    - The views of the students and their parents regarding the actions to be taken to address the bullying behaviour.
    - The review with students and their parents to determine if the bullying behaviour has ceased and the views of students and their parents in relation to this.
    - The date of each of these engagements and the date that it has been determined that the bullying behaviour has ceased.
    - Any engagement with external services/supports.
- If a Student Support File exists, add a note of reference to the student's file to support a consistent, holistic response. Update the plan with strategies and support as appropriate.
- Records are stored securely in line with GDPR.
- Each year, anonymised data on bullying incidents will be submitted to the Department of Education as per its data submission process.

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

- All in-school supports and opportunities will be provided for the students affected by bullying to participate in activities designed to raise their self-esteem, to develop friendships and social skills and build resilience.
- Vigilance of classroom teacher or SNA or other staff member
- Pastoral care system, Guidance Team, Student Support Team, Cairdeas mentoring system, School Prefect system and other in school pastoral programmes.
- Tutor (Turas) system, Year Head system, Wellbeing (4 Pillars). Teachers will make a distinction between teasing, conflict and bullying.
- One Good Adult

- If students require counselling or further support, CBC Kilkenny will endeavour to liaise with the appropriate agencies to organise the same.
- Students will be educated to understand that there are no innocent bystanders and that all incidents of bullying behaviour should be reported to a teacher.
- Working with parents to support school interventions.
- Restorative Practice and mediation
- NEPS
- Oide, Webwise, NEART and Coimisiún na Méan training for members of the school community as appropriate
- Relevant School Policies

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.

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
- 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: 12-10-2026

Chairperson of Board of Management

Signed: Tom Clarke Date: 12-10-2026

Principal