



An Roinn Oideachais
Department of Education

Incidental Inspection

Note on school measures to prevent and tackle bullying

School name	Holy Family Secondary School
School address	Naas Road Newbridge Co Kildare
Roll number	61682A
Date of inspection	18-02-2022

1. Introduction

In the course of the incidental inspection conducted in this school, the inspector(s) evaluated the work of the school in relation to the implementation of aspects of the *Anti-Bullying Procedures for Primary and Post-primary Schools (2013)*. The inspector(s) also discussed with the school principal the priorities of the school in relation to creating a positive school culture.

Bullying is defined as unwanted negative behaviour, verbal, psychological or physical conducted by an individual or group against another person (or persons) and which is repeated over time. A cornerstone in the prevention of bullying is a positive school culture and climate that is welcoming of difference and diversity and that is based on inclusivity and respect.

The purpose of this note is to support the school in creating and sustaining a positive school culture and preventing and tackling bullying.

2. Priorities of the school in relation to creating a positive school culture and climate

The principal reported that the following are the priorities of the school in relation to creating a positive school culture that prevents and tackles bullying:

- The school's Anti-Bullying Policy is reviewed annually through consultation with school staff, parents and students. This facilitates the updating of the policy to include new events and initiatives on a yearly basis.
- Reflections by school management and staff on the most effective practice to dealing with the holistic development of the student, including Anti-Bullying issues, has resulted in the re-structuring of the roles and responsibilities of year heads.
- In addition to reviewing the Anti-Bullying policy, school management has introduced a range of supports. These include the use of restorative practice and more recently the "Helping Hands" programmes. Upskilling of school staff is ongoing to enhance the management and supports to create a positive school culture when tackling bullying.
- The school's curriculum provides 400 hours of wellbeing at junior cycle including curricular areas of SPHE, CSPE, PE and a range of events and initiatives. The provision of Wellbeing is also extended into senior cycle. Events scheduled throughout the year including Anti-Bullying Awareness week, Mental Health Awareness Week, Inclusive Week and Good Friend Week. A structured programme for tutor time has been developed for implementation throughout the school year and year group assemblies are also arranged regularly.
- School structures provided by school staff include; class tutors, year head, guidance services, a pastoral care team and "Cara" all of which offer supports in the creation a positive school climate.
- The student voice that enhances a positive school culture and climate is represented through the mentoring and "buddy" systems, the student council, class captains and prefects, and through Captain's Day. Regular surveys are used to capture students' views on school issues.
- A wide range of co-curricular and extra-curricular events take place in Holy Family Newbridge to support and enhance the school life of students. These include, a very popular book club, debating, school shows, choir and sports such as soccer, basketball and equestrian.

The following good practices in relation to preventing and tackling bullying were noted during the incidental inspection:

- The school's Anti-Bullying Charter is displayed in each classroom and in social areas throughout the school supporting the creation of a positive school climate.
- Interactions between students and their teachers and student-student were very positive and respectful.
- The Captain's Day display board is a visual representation of how the school promotes the student voice in the school.

3. The school's implementation of aspects of the *Anti-Bullying Procedures for Primary and Post-primary Schools (2013)*

During the incidental inspection, a review was carried out of the school's implementation of the following aspects of the *Anti-Bullying Procedures for Primary and Post-primary Schools (2013)*.

- An anti-bullying policy, that uses the template provided in the *Anti-Bullying Procedures for Primary and Post-primary Schools (2013)*, has been ratified by the board of management.

Yes

- Incidents of bullying behaviour are recorded using the template provided in the *Anti-Bullying Procedures for Primary and Post-primary Schools (2013)*.

Yes

- The board of management minutes show that, at least once in every school term, the principal provides a report to the board which sets out the overall number of bullying cases reported to the principal or deputy principal since the previous report to the board, and confirmation that all of these cases have been, or are being, dealt with in accordance with the school's anti-bullying policy and the *Anti-Bullying Procedures for Primary and Post-primary Schools (2013)*.

Yes

- The anti-bullying policy is published on the school's website and/or is otherwise readily accessible to board of management members, teachers, parents and pupils/students.

Yes

- The board of management has undertaken an annual review of the school's anti-bullying policy in accordance with the checklist provided in the *Anti-Bullying Procedures for Primary and Post-primary Schools (2013)* and the completed checklist is signed and dated.

Yes

The school met the requirements in relation to implementing the above aspects of the *Anti-Bullying Procedures*.