

SCALLOWAY JUNIOR HIGH SCHOOL

DRAFT ANTI-BULLYING POLICY

1. RATIONALE

It is a basic entitlement of all children and young people that they receive their education free from humiliation, oppression and abuse. It is the responsibility of all adults to ensure that it takes place in an atmosphere, which is caring and protective.

The school has a responsibility to create a secure and safe environment for pupils who are in their care so that parents may send their children to school in the confident knowledge that they will be protected from bullies. The purpose of this document is to promote consistency of approach and to create a climate in which all types of bullying are regarded as unacceptable.

The school endorses the strategy document Standing up to Bullying in Shetland produced by the Education Service in 2004 and follows the guidance given in this document.

2. DEFINITION

Bullying may be defined as the willful, conscious desire to repeatedly hurt, threaten or frighten an individual. Bullying may be physical, verbal or psychological, either singly or in any combination – e.g.

PHYSICAL	assault/property damage/etc
VERBAL	name calling/note passing/etc
PSYCHOLOGICAL	ostracising/threatening/etc

3. AIMS

In combating bullying, the school aims to:

- Create a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- Work, through a partnership of parents, staff and pupils, to raise awareness of the issue of bullying.
- Encourage, within the school community, a positive attitude towards relationships.
- Include in the curriculum, at all stages, topics and activities, which promote positive behaviour.
- Identify and deal with incidents of bullying consistently and effectively.

4. ROLES AND RESPONSIBILITIES

Mrs Joyce M Gear, Head Teacher, is responsible for:

- embedding anti-bullying awareness in the policies and practices of the school
- for the recording and overseeing of incidents
- providing statistical returns as required by the Education Service

Mrs Mhairi McNicol, Principal Teacher of Pupil Support is the Anti-bullying Coordinator for the school.

Pupils are expected to:

- Report all incidents of bullying, including any suspected incidents, which the victim may be afraid to report.
- Act in a respectful and supportive manner to other pupils, staff and visitors in school.
- Refrain at all times from any behaviour, which would constitute bullying of fellow pupils.

Staff are expected to:

- Implement procedures to confront bullying in any form.
- Promote the use of a range of teaching and learning styles and strategies, which challenge bullying behaviour.
- Foster, by example, the values we as a school believe in.
- Promote the use of interventions, which are least intrusive and most effective.
- Monitor the extent to which the above are being carried out.
- Work in partnership with parents and agencies

Parents too can play a vital role by:

- Stressing to pupils the importance of sociable behaviour.
- Reporting any misgivings they have concerning either victims or perpetrators of bullying.
- Working in partnership with the school
- Actively endorsing and supporting the Bullying Policy.

5. STRATEGIES

To meet these aims the following strategies are in place at school:

- Topics on positive behaviour and bullying in the curriculum, e.g. in health education, PSE, Citizenship, assemblies and drama.
- Examination of preventative measures such as alteration to the school environment, procedures and practices, in an effort to reduce the risks of bullying behaviour occurring.
- Involve the whole school community including ancillary staff and ensure that there is a consistent approach by all staff members.
- Involve pupils in the process of stamping out bullying by discussion with them about what motivates the bully, appropriate sanctions, alternative behaviour, and strategies for victim and bully.
- Record all incidents of bullying in order to identify and address persistent offenders.
- Retain records for monitoring purposes.
- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored and appropriate after-care delivered, e.g. Peer Support, Buddying, mentoring.
- Communication of the Policy and periodic update, in order to ensure that staff and pupils are continuously aware of the Policy and also of their individual responsibilities.

6. PROCEDURES

When dealing with a report of bullying, all staff will use the following guidelines:

- When dealing with an incident, remain calm.
- Take the incident or report seriously. Reassure the victim. Don't make them feel inadequate or a burden to staff.
- Refer to Pupil Support staff or Behaviour Support staff (the deputy head teacher) on the Pupil Support/Behaviour referral forms.
- Pupil Support and Behaviour Support staff will follow the advice given in **Standing Up To Bullying** (SIC Education Service 2004).
- Incidents, reports and suspicion of bullying should be recorded
- Repeated incidents should be brought to the attention of the head teacher

Staff investigating an incident of bullying will use the following guidelines:

- Investigate as quickly as possible. Listen to the bully and the victim. Talk to any onlookers.
- Offer concrete help, advice and support to the victim.
- Make it clear to the bully that there is no place for bullying in the school.

- Encourage the bully to see the victim's point of view.
- Sanctions should, where possible, encourage the bully to reflect on his/her behaviour, consider alternative ways of managing the situation and consider the incident from the victim's point of view.
- Staff should try to resolve the underlying problems of a child who is persistently bullying.
- Parents of the victim and the bullying will be contacted and strategies
- It may be appropriate to involve other agencies, which can offer specialist advice e.g. Home Link teacher, Additional Support Manager and his team.
- If appropriate, the head teacher will request a meeting of those involved to discuss further measures – e.g. the involvement of additional support manager/psychological services etc.

7. EVALUATION PROCEDURES

In order to assess the effectiveness of this Policy, the following standards will be used as a means of measuring performance:

- Variations in number of reported incidents over a given period.
- Individual incident returns, including nil returns within given periods for different age groups.
- Any marked improvement/deterioration in academic performance, which may be confidently regarded to have arisen due to the eradication or increase of bullying behaviour.
- Periodic focused audits of behaviour referrals
- How Good is Our School document

8. RESOURCES AVAILABLE IN SCHOOL

The following resources are available for loan from school:

- 1) Bullying and how to fight it – A Guide for Families.
- 2) Kidscape – Stop Bullying.
- 3) Standing Up TO Bullying (SIC Education Service 2004).

9. REVIEW

This policy will be reviewed regularly and revised as necessary, in the ongoing process of school development

planning and in accordance with the school's cycle of policy review.