



Kirkintilloch High School Anti-Bullying Policy

‘Every child and young person in Scotland will grow up free from bullying and will develop respectful, responsible and confident relationships with other children, young people and adults. Children and young people, and their parents or carers, will have the skills and resilience to prevent or respond to bullying. All children will expect help and know who can help them; while those adults working with them will follow a consistent and effective approach in dealing with and preventing bullying from early years onwards’.

Scottish Government (2010) – A National Approach to Anti-Bullying for
Scotland’s Children and Young People

Rationale

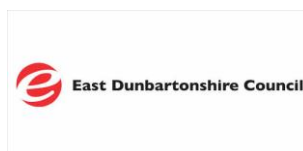
This Anti-Bullying policy provides guidance to pupils, staff, parents and carers of Kirkintilloch High School on avoiding, responding to and decreasing bullying behaviour in line with East Dunbartonshire's Anti-Bullying Policy, alongside the guidelines given by Respect Me: Scotland's Anti-Bullying Service. To advise this policy, the Scottish Government's guidelines, Police Scotland's guidelines and LGBT Youth Scotland's policy were consulted, as were a number of pupils across different year groups within Kirkintilloch High School via focus groups.

Aims

The aim of this policy is to ensure that:

- all children and young people are provided with a safe, inclusive and supportive environment in which to learn
- all members of the Kirkintilloch High School community recognise that bullying behaviours are not acceptable in any form
- all members of the Kirkintilloch High School community know and understand what bullying is,

Bullying strips children of their rights and feelings of control – that is why it is always unacceptable. However, by making small, simple changes, we can break this cycle and create a safe environment for everyone. (Respect Me)



What is Bullying?

Bullying behaviour may be related to prejudice-based attitudes and behaviours, which may compound other differences or difficulties in a child or young person's life. These include:

- homophobic bullying;
- racist bullying;
- disablist bullying;
- body image;
- religion and belief;
- sexism and gender;
- looked after children and young people;
- young carers;
- socio-economic group.
-

Guidelines for all staff, parents and carers

When discussing bullying behaviour, it is vital that we do not label young people as “bullies” or “victims”

Instead, the preferred terms are “**those displaying bullying behaviour**” and “**those experiencing bullying behaviour**” as labels can often stick with young people for life.

All children and young people need help to understand why bullying behaviour is wrong in order that they can change it.

Kirkintilloch High School has an explicit commitment to challenge all types of prejudice-based bullying and language as set out in the Equality Act of 2010.

Responsibility of Staff

Positive Relationship Policy:

In line with the school's Positive Relationship Policy, as staff we have a clear commitment to promoting and role modelling positive relationships and positive behaviour. This has an impact on our young people as our behaviours are reciprocated. Visible Adult Consistencies such as meeting pupils at the door and welcoming them into your classroom is helpful as this allows staff to be vigilant about corridor behaviour and consistently emphasises a positive school ethos.

School Values and Motto:

Kirkintilloch High School's core values are that of respect, Ambition, Compassion, Fairness and Fun all within a supportive, nurturing environment. All members of the community try to uphold the school's motto of "Dream Big, Work Hard, and Show Kindness". These clear expectations of behaviour from all of our young people help us constantly ensure that we get it right for every child and that no pupil is treated unfairly. It is the responsibility of all staff to ensure that these values are being met and that the nurture principles are embedded in our practise.

Wellbeing and Rights of the Child:

It is the responsibility of all staff to ensure that each young person is safe, healthy, achieving, nurtured, active, respected, responsible and included. Bullying is a breach of a young person's wellbeing. It is every child's right not to be bullied. Their rights are more clearly specified under the UN Convention on the Rights of the Child (UNCRC). A right is a basic need, rather than an entitlement or expectation. Children need to be protected from bullying behaviour so that they can survive, develop and participate in a fulfilling life. Bullying is a breach of Children's Rights.

Action Taken by Staff:

The member of staff to whom the incident is first reported, or who witnessed the incident, should take the incident seriously. They then must report it to the relevant PTG and DHT. The young person who has experienced the bullying behaviour will receive appropriate support. These supports may include:

- Listening to the young person
- Seeking their views
- Liaise with parents/ carers
- Keeping the young person up-to-date with information
- Identifying and providing appropriate supports
- Recording incident(s)
- Monitoring the situation
- Reviewing the incident

When a child or young person has displayed bullying behaviour, a member of the management team should, based on their professional judgement, endeavour to manage the resolution of the bullying incident within the school. Parents should be involved when their active support is needed to implement a resolution of the bullying incident. Examples of good practice include:

- Listen to the pupil
- Seek the views of the pupil
- Keep pupil up-to-date with information
- Liaise with parents
- Avoid labelling
- Provide appropriate interventions to prevent further incidences of bullying behaviour

Guidance for Carers and Parents

Bullying takes something away from a young person. It takes away a young person's ability to feel in control, it takes away their ability to take effective action and it takes away their feeling of safety.

When responding to bullying behaviour it is important to focus on helping the young people feel in control and be themselves again.

Things to keep in mind:

- All behaviour communicates how we feel: a young person may be reluctant to verbally tell you that they are being bullied but might display subtle cues, such as becoming withdrawn.
- Remaining calm: This supports good listening and is reassuring for your child.
- Talk to them about where they go online: Establish a clear understanding of the sites they use and how they access them.
- What do they want you to do? Exploring this will make your child feel valued and will help you to understand what support they need.
- Keep Listening: If they are reluctant to talk straight away, remind them that you are always available to listen and they can talk to you at any time.
- Exploring options together: discussing with the young person what they would like you to do, what they would like to see happen and what they have done so far is helpful for the young person experiencing bullying behaviour.
- Share your concerns about bullying: Contacting the school about the bullying behaviour opens up a dialogue between the staff at the school, yourself and the young person. Kirkintilloch High School employs a variety of methods to prevent and tackle bullying; some will have an immediate effect, others may take longer

Some of the methods used by Kirkintilloch High School to prevent and reduce bullying are:

- Restorative meetings
- Staff/ pupil mentoring
- Individualised support
- Deliver MVP programme
- Support Group Interventions
- Use of PSE to address and inform pupils of bullying type behaviours
- Increased monitoring by key staff
- Focus at assemblies
- External speakers/ theatre groups/ police to deliver key messages