

MONIFIETH HIGH SCHOOL



MANY DIFFERENCES

ONE SCHOOL

**Anti-Bullying
Policy**

November 2005

CONTENTS		Page No.
1. Rationale	- Aim and Objectives	3
2. Definitions	- What is bullying? - Types of bullying - Other types of discrimination	4
3. Roles	- Pupils - Staff - Promoted Staff - Parents / Guardians - Peer Support / Buddy System - Outside Agencies	5 5 5 6 6 6
4. Procedures	- Pupils - Staff - Promoted Staff - Parents / Guardians - Peer Support / Buddy System	7 8 9 10 11
5. Links	- Angus Council Policies - M.H.S. Anti-Discrimination Policy - M.H.S. Inclusion Policy - Maintenance Group	12 12
6. Appendices	- Signs and Symptoms - Strategies to Deal with Bullying - Referral Form - Incident Report Forms - Pages for Pupil Planners - Contact Numbers / Addresses	14 15

1. RATIONALE

“Schools should be exciting places, full of opportunities and challenge, where all people can achieve their personal best, exploring the world and the contributions they can make to it. That is our vision for Monifieth High School. We value high standards, each person achieving even more than he / she thought possible.”

R. Coton

Our school welcomes and encourages diversity and individuality, while emphasising our common commitment to moral values such as honesty, respect for others, compassion and justice.

It is a fundamental principle of our school that all, who are involved in the life of the school, both have the right to be respected as individuals and carry the responsibility to act in a considerate and respectful manner towards others.

We are firmly committed to the elimination of any form of discrimination or bullying on the grounds of race, religion, gender or disability.

Aim

The aim of this policy is to create a safe learning and teaching environment where all members of the school community are respected and feel valued (irrespective of their race, religion, gender and abilities).

Objectives

- To raise the awareness of the role of pupils, parents/guardians and staff with regard to bullying situations and how these can be resolved effectively.
- To identify the different types of bullying and discrimination.
- To recognise the first signs of someone who is being bullied.
- To outline the school’s support mechanisms for all those involved.
- To include anti-bullying topics throughout the curriculum.
- To eliminate bullying.

2. DEFINITIONS

What is Bullying?

In relation to school bullying, most researchers suggest that for an incident to be defined as bullying the following characteristic features should normally be present:

- There is deliberate aggression
- There is a perceived imbalance of power
- The aggression leads to pain and/or distress
- The action can take place over a period of time

However it is important to realise that some forms of bullying may be mindless i.e. teasing, only joking, “it was just a game” etc.

Types of School Bullying

Types of Bullying	Direct bullying Carried out by the bully	Indirect bullying Carried out by another person on behalf of main bully.
Physical	Hitting Kicking Spitting Throwing stones	Getting another person to assault someone
Relational	Threatening and obscene gestures	Removing and hiding belongings Deliberate exclusion from a group or activity
Verbal	Verbal insults Name calling	Persuading another person to insult someone Spreading malicious rumours
“Electronic”	Malicious texting Malicious e-mailing	Chat room

Other forms of Discrimination

Any behaviour which causes an individual embarrassment, pain or discomfort based on their cultural background, religious beliefs, gender or disability can also be classed as “bullying”.

Therefore, the strategies outlined in this document relate to all incidents in any of the above categories.

3. ROLES

THE ROLE OF PUPILS

Pupils will be expected to:

- treat others with respect
- recognise their own responsibility in dealing with and preventing bullying
- report incidents of bullying and support each other
- be aware of the school's policies on anti-bullying and anti-discrimination

THE ROLE OF ALL STAFF

Staff will:

- make it clear to pupils that bullying is unacceptable
- be observant of all forms of bullying: physical, verbal, relational and electronic
- take seriously any pupil who approaches them with concerns of bullying
- be aware of school procedures to deal with bullying

THE ROLE OF PROMOTED STAFF

Promoted staff will:

- investigate all incidents of bullying
- deal consistently, fairly and firmly with all pupils involved
- ensure parents of all those involved are contacted if the incident is unresolved or is serious in nature
- provide prompt and ongoing support for victims of bullying using appropriate procedures
- counsel pupils who are accused of bullying or admit to bullying
- draw up a clear action plan to be followed by all those involved
- ensure that all staff, parents and pupils are fully aware of the school's policy on bullying

3. ROLES – cont'd

THE ROLE OF PARENTS / GUARDIANS

Parental cooperation and support is vital to the success of the policy.

Parents/guardians are encouraged to:

- contact the school regarding concerns
- work with the school to resolve difficulties
- be aware of the school policy on bullying / discrimination
- take an active interest in their child's life at school
- watch for signs or changes in their child

THE ROLE OF PEER SUPPORT / BUDDY SYSTEM / MEDIATION

A group of senior pupils have been trained in 1 or more of the following :

Peer Support Group	Buddy System	Peer Mediation
<p>The Peer Support Group are available every lunch time in the Peer Support room.</p> <p>The group's role is to listen and support pupils who are experiencing difficulties, and to encourage them to seek help if necessary.</p>	<p>Buddies are assigned to S1/2 form classes. The role of a Buddy is to:</p> <ul style="list-style-type: none">• help S1 pupils settle in• provide a listening ear / support• pick up concerns• seek advice	<p>Peer mediators are available to try to resolve minor conflicts between junior pupils. Pupils can contact a peer mediator via the contact boxes or their Principal Teacher (Support).</p>

THE ROLE OF OUTSIDE AGENCIES

If a situation is ongoing, unresolved or has escalated, then the school may seek help /advice from other agencies such as:

- Community Police
- School and Family Support Services (SFSS)
- Interagency Forum

These agencies and the school would adopt a coordinated approach to try to resolve the issue.

4. PROCEDURES

PUPILS

**If you suspect someone
is being bullied**



Tell a teacher about it !

**If you feel you are
being bullied**



You MUST TELL SOMEONE !

- Your PT (Support)
- Your form tutor
- A class teacher
- An SFL teacher
- Any member of staff
- A Buddy
- A Peer Support Prefect
- Anyone at home who will tell the school
- Use of “contact-boxes”
- Use of school web-site

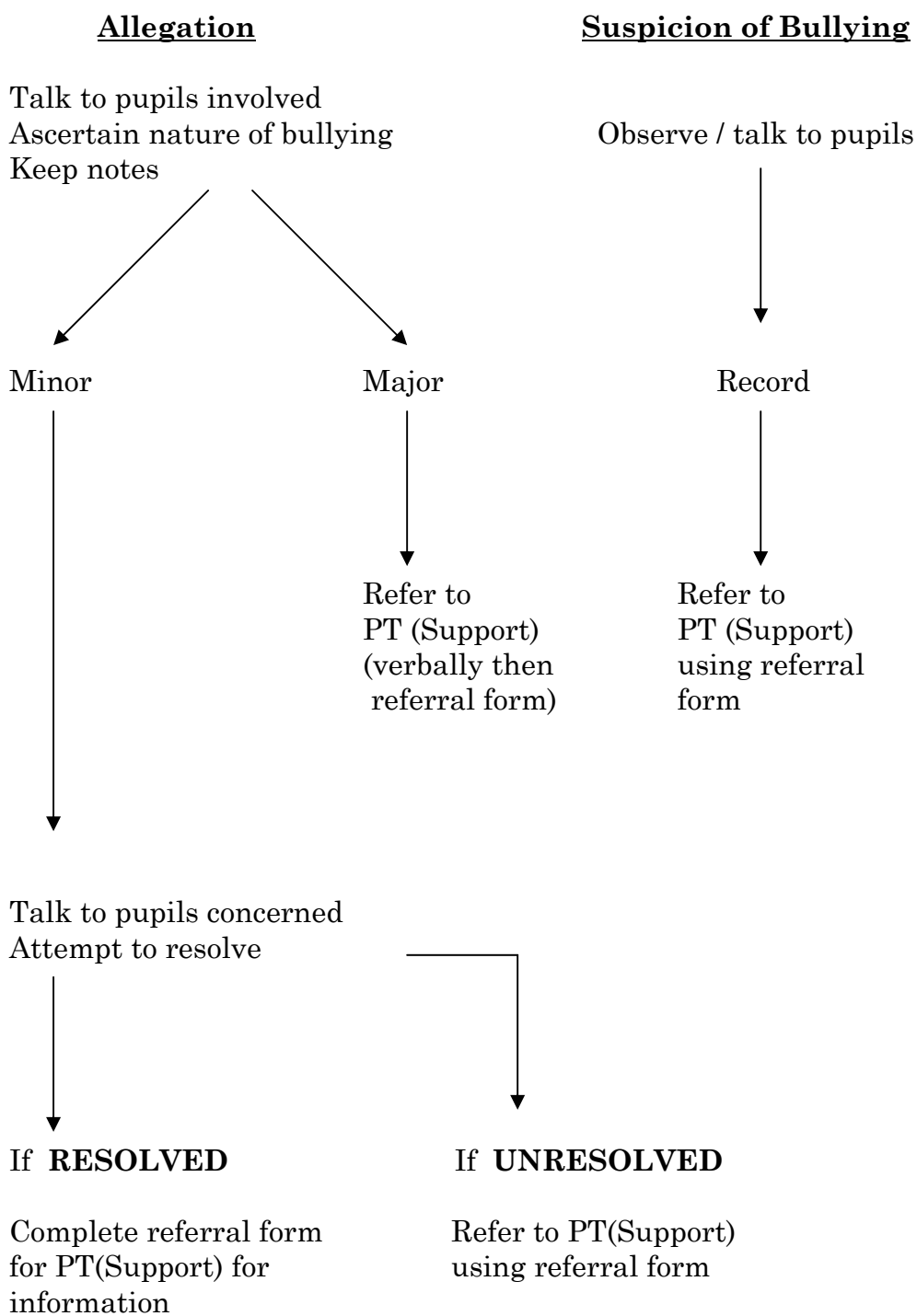
REMEMBER

You are *not to blame* for bullying – *do not suffer* in silence.

By telling someone, a support plan will be put in place to help solve the problem.

4. PROCEDURES – cont'd

STAFF



4. PROCEDURES – cont'd

PROMOTED STAFF

Referral to PT (Support)

- PT (Support) talks to all pupils involved
- Offers support
- Attempts to resolve issues
- Information recorded

If **RESOLVED**

Note on "house" contact sheet

For attention of DHT
Complete incident form

If **UNRESOLVED**

PT (Support) discusses with
DHT

Severity of situation assessed
& dealt with appropriately
Incident form completed

If **UNRESOLVED**

PT (Support) contacts parents of
pupils

PT (Support), DHT, pupils,
parents (and outside agencies
if required)
construct action plan to work
with all involved

PROGRESS MONITORED

4. PROCEDURES – cont'd

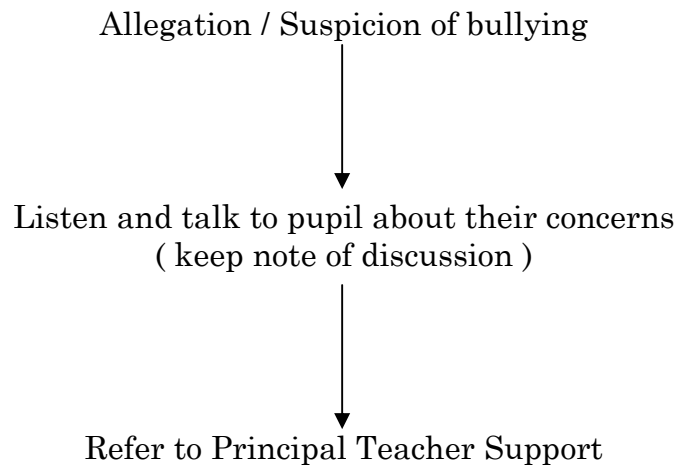
PARENTS / GUARDIANS

If you suspect / know / feel that your child is being bullied, you can :

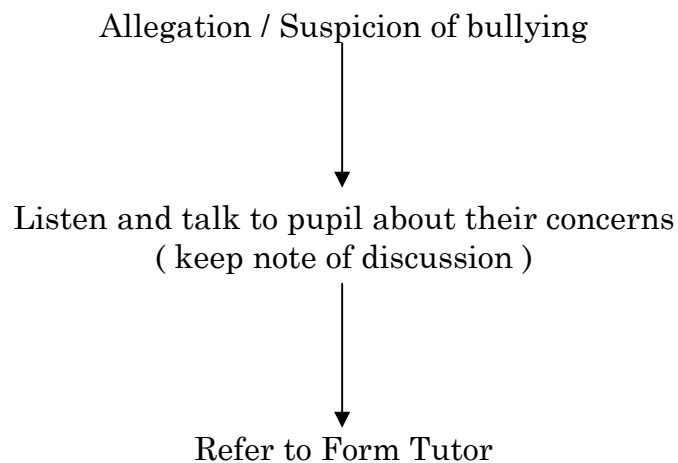
- Reassure your child that he /she will be helped.
- Ensure that the school is contacted.
- Keep a note of the bullying incidents.
- Discourage him/her from hitting back, as this may make the situation worse.
- When contacted by the school, work with your child and the school on an agreed plan.
- If the bullying recurs, contact the school immediately.

4. PROCEDURES – cont'd

PEER SUPPORT GROUP



BUDDY SYSTEM



5. LINKS - to other Policies

This policy is intended to be used in conjunction with the relevant school policies and those of Angus Council.

Monifieth High School : Many Differences, One School
An Anti-Discrimination Policy

Monifieth High School : Many Differences, One School
An Inclusion Policy

Details of Angus Council's policies can be obtained through their web-site at :

www.angus.gov.uk

MAINTENANCE GROUP

Following the introduction of the policy, a maintenance group was appointed to review and evaluate the policy..

The group members are :

Mrs K. Ritchie (Chairperson)
Mr Black
Miss L. Connolly
Mrs B. Dobson
Mrs L. Hill
Mr C. Lusby
Mrs J. Macdonald
Miss M. Smith

The group will meet on a termly basis.

MANY DIFFERENCES

ONE SCHOOL

6.

Appendices

SIGNS AND SYMPTOMS

Signs and symptoms that someone is being bullied can be recognised by changes in behaviour, which can be noticed by friends, parents, teachers etc.

Sign and symptoms that **may be** associated with bullying are :

- unwillingness to go to school
- complaining of minor ailments before going to school
- changing route to school / not wanting to walk / get bus
- late arrival to / getting back from school
- ◆ starts to avoid friends or other children
- becomes withdrawn and drops interests
- work deteriorates
- mislays / has damaged / books, equipment, clothing
- asks for extra money / steals money / loses money
- has unexplained cuts and bruises
- loses confidence
- unable to sleep / cries themselves to sleep / has nightmares
- irritable, aggressive, and has temper outbursts
- bullies other brothers and sisters

Whilst the above is not an exhaustive list, it should be noted that if these symptoms occur it is **not necessarily** as a result of bullying. However, any underlying reason for the distress should be investigated.

STRATEGIES FOR PUPILS

What you **can do** if you are being bullied :

- try to stay calm
- try to look confident
- try to keep control

- try not to show you are upset
- not take matters into your own hands, by confronting the bully
- try **NOT** to blame yourself

Do **not** put yourself at risk :

- stay with / near friends
- avoid being left on your own
- stay away from isolated areas

TELL SOMEONE THAT YOU TRUST !

- friends, parents, form tutor, Principal Teacher Support.

What all pupils can do to stop bullying -

- try to help and give support
- show your disapproval to the bully

TELL SOMEONE THAT YOU TRUST !

- friends, parents, form tutor, Principal Teacher Support.

Remember - it is good that we are all not the same

Many Differences

One School

STRATEGIES FOR PARENTS / GUARDIANS

If your child talks to you about bullying try to :

- stay calm and listen
- ascertain exactly what has happened
- impress upon your child that he /she will not have to face this alone
- encourage your child to talk to someone in school
- encourage assertiveness but not use of violence to solve a problem

Parents / guardians should always feel that they can contact the school whenever they have concerns regarding instances of bullying, and try to:

- work with the school in trying to combat bullying
- have confidence that the school will be diligent in responding to referrals
- recognise the major role they play in shaping young peoples' attitudes and behaviour

STRATEGIES FOR STAFF

If a pupil / pupils report an instance of bullying then, as a form tutor, teacher or SSA, you can :

- listen to concerns of pupils involved
- ascertain exactly what has happened
- keep note of pupils names and details of the incident
- inform Principal Teacher (Support) of intervention
- if serious, refer to PT (Support) or DHT as appropriate

All staff should strive to create an atmosphere of mutual respect and understanding throughout the school.

To help achieve this we can :

- foster a welcoming atmosphere
- give appropriate praise
- listen to pupils requests for help
- speak to pupils both individually and as a group
- consistently apply the Promoting Positive Behaviour policy

Respectful relationships can be damaged by

- use of sarcasm
- overuse of shouting
- disrespectful comments made privately or publicly
- failure to support pupils / take necessary action.

USEFUL CONTACT NUMBERS

The following list contains useful telephone numbers and web addresses where advice and support can be obtained.

- **ChildLine Bullying Line**
Young people up to the age of 18 can get advice / counselling if they are being bullied or know someone who is being bullied.
Monday – Friday , 3.30pm – 9.30pm,
Freephone 0800 44 11 11

Outwith these hours the main ChildLine number can be used
(24 hours a day)
Freephone 0800 11 11
- **Anti-Bullying Network**
Information line only, not advice or counselling
0131 651 6100
- **Anti-Bullying Campaign**
020 7378 1446
- **Children in Scotland – Enquire**
Provides information about schools for young people with special needs
0845 123 2303
or
www.enquire.org.uk
- www.antibullying.net
- www.youngscot.org
- www.cre.gov.uk/scotland (anti-racism information)