

CATHKIN HIGH SCHOOL

'Treat Me Well'

Anti-bullying Policy

21 August 2015

Introduction

'Treat Me Well' in Cathkin High School is a policy to assist staff in addressing anti-bullying. Bullying of any kind is unacceptable and will not be tolerated.

Cathkin High School has the following vision:-

Our Vision is C.L.E.A.R

C - Community- a school community to which each contributes and within which each is equally valued

L - Learning and Teaching- of the highest quality- varied, challenging and which meet the needs of all learners

E - Excellence- in teaching, learning, achievement and attainment

A - Ambition- all members of the school community aspire to success and improvement

R - Respect- all members of the school community respect one another and themselves.

'Treat Me Well' in Cathkin High School, the anti-bullying policy, links with the aims of the 'Better Behaviour Better Learning Policy' and our procedures for Pupil Support and Inclusion.

The policy provides an overall guide to assist staff working in Cathkin High School to provide young people in the school with a safe educational environment and ensure they are treated well by their peers. We have taken account of current research; other school policies; progress in ICT; equality of opportunity implications, and national developments in writing this policy.

The policy functions on two levels

- Firstly, it should be preventative - help reduce bullying behaviour.
- Secondly, curative - stop specific cases of bullying.

There are a number of policy documents which currently aim to support, and protect children and young people

- 'Getting It Right for Every Child'
- 'United Nations Convention on the Rights of the Child'
- Curriculum for Excellence

1 Rationale

The ability to learn is absolutely crucial for life in our ever changing world of education, work, and leisure. Cathkin High School has a responsibility for developing successful learners, confident individuals, responsible citizens and effective contributors. We provide a high quality of learning and teaching experiences for all children and young people in our care.

The purpose of an anti-bullying policy is to:

- Ensure that there is a common understanding of what bullying is.
- Ensure that all young people are free to learn in a safe and secure environment without fear of bullying.
- Develop a partnership approach among parents, young people and staff which develops school ethos and tackles the issue of bullying.
- Promote a positive ethos within school that fosters the development of skills and self esteem within our young people.
- Equip young people with the necessary skills to tackle the problems associated with bullying both in Cathkin High School and the wider world.
- Support young people who have been the victims of bullying
- Provide a framework to discuss anti-bullying strategies.

Cathkin High School has an agreed framework to ensure consistency and coherence in dealing with bullying incidents.

2 Definition of Bullying

The definition that is used in this policy is:

'Persistent intentional behaviour which causes stress to a person emotionally, physically or mentally, where a person is made to feel insecure, threatened or inadequate'

Bullying may take the form of:

- Physical or verbal abuse.
- Name calling.
- Facial expressions, words or actions which intimidate, harass, isolate, threaten, humiliate, lower self esteem or lead to feelings of insecurity.
- Inappropriate use of ICT, such as mobile phones, social networking sites and instant messaging.

Bullying may occur in a variety of contexts:

Asylum seekers and refugees

Body image

Disability

Gender and sexism

Homophobic

Homelessness

Looked after children

Peer pressure

Racial

Religion and belief

Sectarianism

Young carers

This is not an exhaustive list and there may be other contexts in which bullying occur.

3 A Positive Ethos

Cathkin High School seeks to provide a positive ethos of excellent behaviour, shared responsibility, inclusion and equality, partnership working and a sense of community.

Impact of Bullying Behaviour

There are a number of signs that may indicate a young person is being bullied and adults should be aware of these:

- The pupil may become withdrawn
- They may have injuries they cannot explain
- They don't want to go to school or socialise with friends.
- Complain of being ill.
- Have low self esteem

Displaying these behaviours does not necessarily mean someone is being bullied.

Responsibilities of Staff

- All staff are committed to creating a positive ethos with a safe, welcoming environment.
- We seek to develop and maintain an ethos which is proactive in the prevention of bullying.
- We support children and young people who have been the subject of bullying and those who display bullying behaviours.
- We ensure that children and young people are aware both of their rights and responsibilities towards others in the creation of such an ethos.
- Ensure all stakeholders are involved in creating and reviewing school policies on anti-bullying.
- Demonstrate by example the high standards of personal and social behaviour we expect of pupils.
- Be alert to signs of distress and other possible indications of bullying.
- Raise awareness of bullying behaviour and its unacceptability.

Responsibilities of Pupils

- Don't become involved in bullying of any kind.
- Report to a member of staff any instances of bullying to dispel the climate of 'not grassing'.
- Speak out about bullying.

Responsibilities of Parents

- Watch for the signs of distress and unusual behaviour which may be as a result of bullying.
- Encourage children to report bullying to a member of staff.
- Advise their children not to retaliate violently to any forms of bullying.
- Be sympathetic and supportive towards your children reassuring them that action will be taken.
- Inform the school of any suspected bullying, even if their children are not involved.
- Co-operate with the school if your child is accused of bullying and try to ascertain the truth.

4 Prevention of Bullying

In order to raise awareness of and prevent bullying in Cathkin High School, we:-

- Ensure all pupils, staff and parents have an understanding of the school's definition of bullying and the procedures for prevention and tackling bullying behaviour eg. Displaying posters, Buddying systems, friendship groups, use of Prefects, discussions in PSE, staff supervision in street and pitches, Active Breaks Club and Assemblies.
- Foster a positive ethos of mutual respect, diversity, positive behaviour, restorative practice and a culture of praise eg. Better Behaviour Better Learning policy, assemblies and awards ceremonies.
- Ensure that through Health and Wellbeing, children develop necessary skills such as self-awareness, self esteem, coping strategies, assertiveness and resilience.
- Ensure pupils are able to develop individual skills through provision of extra curricular activities and clubs. For example, sports activities, music, after school clubs.
- Ensure clear lines of communication between home and school.
- Enlist support of partner agencies where appropriate eg. Friendship Groups in Area Base, Home / school partnership, Educational Psychologist, Active Breaks.

5 Procedures for Handling Bullying Incidents

Unfortunately, despite all the pro-active approaches in place, bullying may still occur. The main aim is to support the child being bullied. However, it is important to recognise that the child demonstrating the bullying behaviour also has support needs, if we are to change behaviours resulting in bullying.

When we suspect bullying has taken place:-

- All reports of bullying are taken seriously. Pupils and parents are encouraged to report their concerns to the Pupil Support Teacher. Incidents will be dealt with sensitively at all times.
- All alleged bullying will be investigated either by the Pupil Support Teacher or a member of the Senior Management Team. This will include listening to the views of pupils involved, including witnesses. Notes will be taken (please note that this will be done in a supportive, non threatening manner) the victim will be reassured that they have done the correct thing and reminded to continue to do so.
- Where bullying has taken place, the school and parents will work together to tackle this issue. A plan of action will be agreed for the next stage and this will be shared with all involved eg. Specific targets, monitoring measures, a restorative meeting, sanctions and next steps.
- An action plan will be put in place for the victim. This may include checking in with their Pupil Support Teacher, alerting staff to be vigilant, enlisting the support of the buddy, regular contact with parents
- An action plan will be put in place for the perpetrator to ensure they take responsibility for their actions. This may include corrective action eg detention, exclusion from school, withdrawal of privilege including involvement in school trips and team activities, behaviour monitoring by Depute Head Teacher, regular contract with parents, enlisting support of a partner agency eg School Nurse, Educational Psychologist.

6 Recording, Monitoring and Evaluating

Cathkin High School's policy 'Treat Me Well' in Cathkin High School is prepared as a result of consultation with pupils, staff and parents and undergoes regular evaluation in line with the school's programme of policy review.

- All incidents of bullying are recorded using SEEMIS including details of victims and perpetrators
- When an incident of bullying behaviour is reported, it will be taken seriously and acted upon promptly.
- All reported incidents will be investigated by a Pupil Support Teacher or member of the SMT and recorded on SEEMIS under Bullying and Equalities
- If necessary, and appropriate, the police will be contacted
- The person being bullied will be given support through the use of appropriate strategies and the situation monitored.
- If a member of staff feels they are on the receiving end of bullying behaviour, it should be reported to the person the staff member feels most appropriate - Head Teacher, Senior Management Team, Faculty Head, Union Rep.

Interim