



Stirling High School

Anti Bullying Policy

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Introduction

Bullying is a complex and widespread problem throughout society. It exists in every school, including Stirling High School. It is important that we recognise the extent and impact of bullying and take measures to stop it happening.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes towards bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

Definition

Bullying is an abuse of power. It is any kind of regular and persistent anti social behaviour, which is aimed at intimidating, humiliating or isolating an individual from a social group.

Bullying can take many forms including:

- Physical - any use of or threatened use of physical force.
- Verbal - making derogatory comments about someone either written, verbal or in messaging systems.
- Emotional - deliberately excluding, spreading rumours, threatening or aggressive gestures.

All of these forms are designed to put undue pressure on the victim to comply with the demands of the bully.

Stirling High School's policy is based on the following principles

- All children and young people have the right to an education and should receive that education within a safe and positive learning environment.
- All children and young people have a right to be listened to and staff must respond to their concerns.
- Staff and pupils have a responsibility to show self-respect and consideration of the rights of others.
- Bullying and harassment of any form are unacceptable.

Actions to tackle bullying

Prevention

Break and lunchtime patrols by staff, the monitoring of the inside and outside of the school by security cameras, staff standing at their classroom door to receive and dismiss their classes and supervising the dining hall all help to reduce the incidence of bullying through deterrence.

The curriculum is used on many occasions to reinforce the ethos of the school and give the clear message that bullying of any type is not acceptable at Stirling High School. In particular this message is highlighted during year assemblies, in Form Time and in Personal and Social Education events.

Detection and Dealing with Bullying

Members of Staff are asked to be vigilant for signs of bullying and always take reports of incidents seriously. Parents are advised at the Primary Inductions days not to hesitate to contact the school if they are concerned about any aspect of their child's schooling. Similarly pupils are told to report any incident of bullying of themselves or others to an adult in the school as soon as it occurs.

All reported incidents of bullying are taken seriously and investigated by staff members. Upon discovery of an incident, staff will discuss with the children the issues appropriate to the incident. The response of staff will vary dependant upon the nature of the bullying. Normal responses are:

- Counselling by Pupil Support Staff (of the bullies too)
- A meeting of all parties involved.
- The involvement of parents
- The involvement of Secondary Support Staff
- Group working
- The involvement of the Area Constable.

In serious cases of assault it may be exclusion is used. When this sanction is applied it will follow Stirling Council exclusion procedures.

If bullying includes racist abuse then it should be reported to the Depute Headteacher and recorded on the RAMAS (Racial Attack and Multi-Agency Strategy) Log.

In all instances where action has taken place the prime concern is to find a solution and ensure that there is no reoccurrence of the problem.

Working with parents

Parents are reminded regularly to inform their children that they must tell someone if they are being bullied. Keeping information from the school or from parents will never help a problem be solved, and it will prolong the period a victim has to suffer.

The parents of bullies and their victims will normally be informed of an incident and the actions taken to resolve the problem. Parents may be asked to assist in supporting strategies to resolve any difficulties.

Policy Review

It is essential that this policy be reviewed on an annual basis to ensure that the school is in a position to strengthen its approach to this issue. This policy has been written taking account of Stirling Council's "Support for Children and Young People Policy"

As well as in-house measures posters advertising bullying and helpline numbers are displayed in Form Classes and around the school. A copy of the leaflet "A whole school policy to tackle bullying" is given out to parents and pupils on starting the school. The Student Planner, which all pupils receive on an annual basis, gives pupils advice on steps to take if they are being bullied.