

Bannockburn High School

ANTI-BULLYING POLICY

1. Bannockburn High School's Vision Statement is:-

Bannockburn High School is working with pupils and parents to raise

C onfidence and C ommitment
A mbition and A chievement
R espect and R esponsibility
E nthusiasm and E quality
S uccess

2. This Anti-Bullying Policy is fully compliant with the above vision.
The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. All teaching and support staff are alert to the signs of bullying and act promptly and firmly against it in accordance with this policy statement. Within the curriculum the school raises the awareness of the nature of bullying through inclusion in PSE; form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.
3. Bullying is defined as deliberately hurtful behaviour, **repeated** over a period of time, where it may be difficult for those being bullied to defend themselves. The three main types of bullying are:
 - ◆ Physical (hitting, kicking, theft, etc.)
 - ◆ Verbal (name calling, racist remarks, etc)
 - ◆ Emotional (spreading rumours, excluding someone from social groups, etc.)
4. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.
5. Pupils are encouraged to report bullying in the school. The school emphasises to pupils that if they feel they are being subjected to a form of bullying then it should be **REPORTED IMMEDIATELY** to any member of staff.

6 The following steps will be taken when dealing with any reported incidents:

- ◆ The matter will be dealt with in the first instance, by the member of staff who has been approached
- ◆ A clear account of the incident will be noted and given to the pupil support teacher or House Head
- ◆ The pupil support teacher or House Head will record the matter and act according to council procedures.
- ◆ Appropriate staff will be informed and asked to be vigilant in supporting the child.
- ◆ Where there are concerns parents/carers will be notified.

7 **Pupils who have reported bullying incidents will be supported by:**

- ◆ Offering an opportunity to discuss the matter with a pupil support teacher, House Head or other member of staff
- ◆ Listening to their concerns
- ◆ Reassuring the pupil
- ◆ Discussing coping strategies
- ◆ Restoring self-esteem and confidence
- ◆ Reviewing the situation and acting appropriately

8 **Pupils who have bullied will be helped by:**

- ◆ Discussing what happened and why the pupil became involved
- ◆ Gaining an understanding of the wrong doing and the need to change behaviour
- ◆ Reinforcing CARES statement
- ◆ Involving parents or carers where appropriate to help change the attitude of those involved in bullying

9 **The following sanctions may be applied :**

- ◆ Formal warnings to cease offending
- ◆ Involve parents/carers
- ◆ Detention
- ◆ Exclusion from certain areas of school premises
- ◆ Fixed term exclusion
- ◆ Request withdrawal from activities/excursions

10 **Monitoring, evaluation and review**

The school will review this policy regularly and assess its implementation and effectiveness. The policy is promoted and implemented throughout the school.

January 2010