



ANTI-BULLYING GUIDANCE

St. Ninian's High School

Scoil Ard Noo Ninian

*“Empowering our students to be self-motivated and confident learners who have **respect** for others and clear **aspirations** for their future success”*

To be used in conjunction with Anti Bullying Policy

Aims of this Guidance

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, consistent and proportionate way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support.
- To clarify disciplinary sanctions for the pupil causing the bullying and ensure they learn from the experience, possibly with multi-agency support.

Who the anti-bullying policy applies to

This policy applies to all members of the school community. Members of the school community are:

Pupils

Teachers (both permanent and supply teachers)

Education Support Workers

Youth Workers

The school nurse

Office Staff

Canteen staff

Caretakers & site staff

Technicians

Parents/carers

School Governors

What is bullying?

There are many different definitions of bullying in use, however most agree that the key factors that make behaviour bullying are:

- **repetition** of behaviour, systematically undermining a person **over a period of time**; and
- an **imbalance of power** between the person on the receiving end of the bullying and the person or persons doing the bullying.

Bullying is when one or more people physically, emotionally or psychologically hurt or cause harm to a person who is in a weaker position than him/her/them, and so is less able to defend himself/herself. Bullying usually happens over a period of time, and consists of a series of different incidents.

Different types of bullying include:

Physical – hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.

Verbal – name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down.

Emotional/psychological – excluding someone from a group, humiliation.



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Racist – insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

Sexual – sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact.

Homophobic – insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence.

Cyber – bullying by text message, bullying on the internet, social media and messaging apps, hate websites.

How we handle bullying at St Ninian's High School

- When bullying is reported it will be taken seriously.
- Staff will work with the young person who is being bullied to help them feel safe and find responses to bullying that work.
- Staff will work with the young person or people who are bullying to help them to change the bullying behaviour.
- Wherever appropriate, staff will work with the parents/carers of any student who is being bullied to support and encourage that student in finding solutions to the bullying.
- Wherever appropriate, staff will work with the parents/carers of any student who is bullying to support and encourage that student in finding alternatives to the bullying behaviour.
- Staff may involve staff from outside agencies (e.g. School Nurse, Neighbourhood Policing Team, CAMHS etc) in supporting pupils who are experiencing bullying or who are bullying.
- Suspending pupils from school is a last resort. If particularly serious victimisation, abuse and intimidation, or physical bullying against any other person is reported, those pupils who carried out the bullying may be suspended from school while it is investigated and solutions are sought.

Expectations of all pupils

As part of the school community, you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable.

Don't gang up against another pupil in a vulnerable position, try to help him/her feel less vulnerable. Don't join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself. St Ninian's High School does not expect students to be bystanders and will actively discourage this behavior.

If you know that another pupil is being bullied:

1. Let a member of staff know about the bullying. You can do this in lots of different ways
 - Fill out a SNAP form and put it in one of the boxes around the school



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- Find a quiet moment to speak to a trusted member of staff.
 - Speak to one of the Student Support Team
2. If you are ever worried for your own or another pupil's physical safety (including if you are afraid that a pupil may harm himself/herself), **do not hesitate to tell a member of staff** so that they can take immediate action to keep the pupil safe.

Pupils who are being bullied

If you are being bullied, you can expect that:

1. You will be listened to and taken seriously.
2. Action will be taken to help you to stop the bullying.
3. You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. This means:
 - Members of staff may be told about your situation so that they can help to support you.
 - You may be referred to the Listening Service at the school
 - You will be given the chance to work with them to find strategies to deal with bullying and to talk about any feelings and worries that you may have.
 - If appropriate, you will be offered the chance to talk with staff from other agencies as well, e.g. School Nurse, Neighbourhood Policing Team etc.
 - Your form teacher may ask to let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you too.
 - If you are ever in fear for your physical safety, staff will take immediate action to keep you safe.

Pupils who are bullying

Bullying behaviour has no place at St Ninian's High School. If you are involved in bullying, you can expect that:

1. Your bullying behaviour **will** be challenged.
2. You will be treated fairly.
3. You will be given the opportunity to change your behaviour and encouraged and supported in doing so. This means:
 - You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving.
 - You may be offered the chance to work with staff from other agencies who can help you to stop bullying,
 - Your form teacher may ask to let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you in changing your behaviour.
4. If you are unable to change your behaviour, further steps will be taken



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which may include suspension from school. At this point, the school will have no choice but to involve your parent/carer.

Staff

All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions.
- Follow the procedures set out in this policy when they are dealing with bullying and complete the necessary paperwork to log the incident.
- Work in co-operation with colleagues, pupils, parents/carers and staff from other organisations in the local community to combat bullying.

Parents/carers

All parents and carers can expect to be kept informed of the school's anti-bullying work throughout the school year via the website and social media.

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

1. If your child is being bullied, you can expect that:

- You and your child will be listened to and believed.
- Staff will do their best to address any concerns you may have.

2. If your child is bullying another pupil, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly
- Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by staff.