



**SCHOILL ARD NOO NINIAN
ST. NINIAN'S HIGH SCHOOL**

ANTI-BULLYING POLICY

STATEMENT OF INTENT

- ❖ We are committed to providing a caring, friendly and safe environment for all of our students so that they can learn in a relaxed and secure atmosphere.
- ❖ Bullying of any kind is unacceptable in our School.
- ❖ If bullying does occur all students should be able to report it and know that incidents will be dealt with promptly and effectively.
- ❖ WE ARE A TELLING SCHOOL. This means that anyone who knows that bullying is happening is expected to tell staff.

WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

Emotional	- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	- pushing, kicking, hitting, punching or any use of violence
Racist	- racist taunts, graffiti, gestures
Sexual	- unwanted physical contact or sexually abusive comments
Homophobic	- because of, or focussing on the issue of sexuality
Verbal	- name-calling, sarcasm, spreading rumours, teasing
Cyber	- all areas of internet, such as email & internet chat room misuse - mobile threats by text messaging & calls - misuse of associated technology i.e. camera & video facilities

SIGNS OF BULLYING

For example adults should be aware of these signs and investigate if a child or young person:

- is frightened of walking to and from school
- doesn't want to go on the school/public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins truanting
- becomes anxious, withdrawn, or lacking in confidence
- starts stammering
- attempts or threatens self-harm or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work

- comes home with clothes torn or books damaged
- has possessions go 'missing'
- asks for dinner money or starts stealing money (to pay bully)
- has dinner or other monies continually lost
- has unexplained cuts and bruises
- comes home starving (money or lunch stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is nervous or jumpy when cyber messages received
- is frightened to use mobile phone or internet
- is frightened to say what's wrong
- gives improbable excuses for any of the above points

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

WHAT CAN STUDENTS DO?

You have a right to feel comfortable and safe at school and on your journey to and from school.

WHO SHOULD I TELL?

Your Form Tutor, subject teacher, Head of Year, anyone you choose or a Senior member of staff such as:

Lower School: Mr Fox, Miss White, Mrs Withington and Mr Smith

Upper School: Mr Fox, Mr Smith, Mrs Daugherty and Mr McGuinness

Student Managers – Lower School – Mr Bell and Mr Watney

Upper School – Mr Galka

If you are too frightened to tell a teacher then tell your parents or tell a friend. They can tell a teacher for you. If the bully or bullies threaten they will hurt you more if you tell STILL TELL and tell your teacher about these threats.

YOU MUST TELL EVERY TIME.

WHAT CAN PARENTS DO?

- ❖ Inform the School if you are aware or suspect bullying is taking place
- ❖ Encourage children to be friendly and tolerant to others and not be aggressive
- ❖ Support the School if further action needs to be taken

Parents can advise their child and try the following steps:

- Assure your child that the bullying is not their fault
- Tell them that you love them and support them 100%
- Try to boost their confidence by getting them to join clubs
- Strengthen their friendships wherever possible
- Advise your child to stay with groups of children
- Encourage them to put on a confident front even when they don't feel that way inside

- Ignore the bullying by pretending not to be upset – just turn and walk away
- Practice walking tall – our body language reflects how we feel about ourselves
- Encourage your child to be assertive by saying “no” or “leave me alone” in a loud voice
- Keep a diary of all the events, times and places and what is said. Have your parents contact Senior staff or governors.

WHAT WILL THE SCHOOL DO?

Every complaint of bullying will be taken seriously. The member of staff receiving such a complaint will either respond to it or pass it on to another member of staff who will undertake to do so.

PROCEDURES

Bullying can take many different forms but the investigation process will usually involve most of the following:

- ❖ Listening to the victim and taking written evidence
- ❖ Interviewing any witnesses
- ❖ Reassuring the victim that appropriate action will be taken
- ❖ Interviewing the alleged bully
- ❖ Considering all the evidence and making a decision based upon the required civil standard of proof
- ❖ Mediation between bully and victim
- ❖ Imposing School sanctions as appropriate to the severity of the bullying
- ❖ Contacting the parents of both bully and victim
- ❖ Working with the bully to try to change attitudes
- ❖ Involving outside agencies if support is needed
- ❖ Contacting police in serious cases
- ❖ Helping to design coping strategies for the victim
- ❖ Informing staff so that they are alert to the issue
- ❖ Continuing to monitor the situation to ensure it has been resolved
- ❖ Using restorative justice procedures in appropriate cases.

OTHER STRATEGIES

Students are encouraged to use the anti bullying email address snhs_bin_the_bullies@online.sch.im. The School undertakes through its programmes of Assemblies, PSHE lessons and subject lessons to reinforce the culture of anti-bullying.

If you have any queries concerning the implementation of this policy or suggestions for its improvement, please contact the Headteacher or a Senior Manager at the School.

A C Fox
Headteacher

November 2016

