



## **Clydebank High School POLICIES & PROCEDURES**

### **PP6.2 : Promoting Positive Relationships and Reducing Bullying Behaviour in Clydebank High School**

WDC Policies & Procedures:	PP10.6 : Policy On Bullying
National Priorities:	NP2
How Good Is Our School?	5.8 : Care, welfare and development
SMT Responsible:	Wendy McInally (DHT Act)
Policy Implemented:	December 2015
Policy Reviewed:	Session 2018



Article 19 (protection for all forms of violence) Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and mistreatment by their parents or anyone else who looks after them.



## CLYDEBANK HIGH SCHOOL

### Promoting Positive Relationships and Reducing Bullying Behaviour in Clydebank High School

#### POLICY PRINCIPLES

*“All Clydebank High School pupils are entitled to be educated in a supportive, positive atmosphere in which they are able to achieve their potential without concerns about physical or emotional pressure”.*

In Clydebank High School we emphasise the following principles in our policy and approach towards the prevention of all forms of bullying:

- ✧ Clear messages must be given that bullying in any form is not acceptable
- ✧ Parents and young people must be reassured that the school is taking the matter of bullying seriously and is dealing with bullying effectively
- ✧ A partnership should be developed with parents in dealing with bullying across the school
- ✧ A climate of openness should be established in the way that any issues and incidents of bullying are addressed
- ✧ Clydebank High School aims to create a safe environment where pupils can learn and be treated with respect. No one should experience any kind of discrimination or bullying behaviour.

These principles support the ethos of Clydebank High School which is firmly based on:

- ✧ equality of opportunity
- ✧ mutual respect and co-operation

#### STRATEGIES FOR DEALING WITH BULLYING

##### ENCOURAGE THE REPORTING OF BULLYING

Clydebank High School:

- ✧ ensures that all pupils know whom they can speak to if they are being bullied or to report it if they see it happening to others
- ✧ encourages pupils to take action when others are being bullied, discourage behaviour in others which may lead to bullying
- ✧ provides opportunities for pupils to communicate concerns about bullying
- ✧ ensures that all pupils know how important it is to report any bullying they have witnessed
- ✧ record and report all incidents of bullying by using Bullying and Equalities module on SEEMIS
- ✧ In cases of cyber bullying pupils will be encouraged to speak out, not to respond, block or delete people and save or print the evidence and show it to someone
- ✧ encourages parents to contact the school by phone or email if you have any concerns

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## MAINTAINING AWARENESS

Clydebank High School:

- ✧ conducts bullying surveys; analyses and responds to findings
- ✧ displays pupils' anti-bullying posters, poems and other anti-bullying materials
- ✧ discusses anti-bullying with P7 as part of primary/secondary liaison
- ✧ regularly highlights anti-bullying as an issue at school assemblies
- ✧ features anti-bullying items in school newsletter and magazines
- ✧ uses 6<sup>th</sup> Year buddies to be a visible presence in school, listens to issues about bullying raised at pupil voice focus groups
- ✧ looks for new and innovative ways to highlight anti bullying strategies
- ✧ raises profile of anti-bullying through Rights Respecting School awards

## LINKING THE FORMAL AND INFORMAL CURRICULUM

Clydebank High School:

- ✧ deals with bullying issues through work in Citizenship
- ✧ uses opportunities in all curricular areas to promote a positive anti-bullying ethos
- ✧ stresses respect for all through the Saltire on display throughout the school
- ✧ completes an annual audit of curriculum to determine where key messages are delivered
- ✧ ensure anti- bullying is part of the Health and Wellbeing curriculum

## SUPPORTING BULLIED CHILDREN

Clydebank High School:

- ✧ has developed systems for early identification of vulnerable and at risk pupils
- ✧ links Pupil Support teachers to bullied pupils to provide immediate and appropriate support
- ✧ acknowledges the distress of the bullied pupil
- ✧ assures the victim of bullying that they are not to blame
- ✧ provides additional support through a Buddy system and group work
- ✧ provides a quiet area in Pupil and Family Support for our most vulnerable and at risk pupils
- ✧ continue to monitor and support victim to ensure pupil feels safe
- ✧ develop ways of empowering pupils to improve confidence in reporting any incidents



## **CHANGING THE BULLYING BEHAVIOUR**

Clydebank High School:

- ✧ makes pupils who are bullies accountable for their behaviour and informs their parents
- ✧ has developed sanctions which enable pupils to think about their misbehaviour
- ✧ helps children to be aware of alternative positive choices and solutions
- ✧ uses restorative justice/mediation meetings where appropriate
- ✧ looks to promote positive and respectful language and behaviours

## **DEALING WITH PROBLEM AREAS AND TIMES**

Clydebank High School:

- ✧ encourages a positive climate in and around the school
- ✧ identifies sources of problems eg queues at lunchtime/facebook/cyber bullying
- ✧ has improved supervision at break times all round the school
- ✧ provides alternative activities at lunchtime eg clubs
- ✧ makes best use of CCTV to cover any areas of concern.
- ✧ ensures that all staff are skilled and supported in promoting positive relationships

## **THE COMMUNICATION OF POLICY AND STRATEGY**

Clydebank High School:

- ✧ ensures that pupils, and their parents, know what to expect if they are bullied or are caught bullying
- ✧ ensures that everyone in the school knows what to do if they come across bullying
- ✧ ensures that new members of staff are introduced to the school's approach to bullying
- ✧ refers to its anti-bullying strategy in the school handbook and on the website
- ✧ ensures that there are designated staff with clear roles and responsibilities with respect to the anti-bullying strategy
- ✧ has clear procedures in place to follow up bullying incidents

## **MONITORING AND EVALUATION**

Clydebank High School:

- ✧ monitors and evaluates the effectiveness of its anti-bullying strategy
- ✧ has implemented a systematic approach to checking and analysing the level of bullying incidents
- ✧ ensures that staff, parents and pupils are involved in reviewing and evaluating the anti-bullying strategy
- ✧ provides feedback to staff, pupils and parents based on the information gathered in the monitoring and evaluating of its strategy
- ✧ ensure that the quality and assurance calendar includes anti bullying
- ✧ continually consult and involve pupils, parents and staff when reviewing and revising the policy which should occur every three years

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