



EARLSTON HIGH SCHOOL ANTI-BULLYING POLICY

Statement of intent

We will aim to provide a caring, friendly and safe environment for all of our students so they may learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively.

What is bullying?

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

Bullying can be:

- Physical – pushing, kicking, hitting, slapping, punching, spitting or any use of violence
- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Emotional – being unfriendly, excluding, tormenting, name calling
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact, inappropriate comments of a sexual nature

Objectives of this policy

- Everybody in the school including teaching and non-teaching staff, students and parents should have an understanding of what bullying is
- Everybody in the school including teaching and non-teaching staff, students and parents should know what the school policy is on bullying, and follow it when bullying is reported
- Everybody in the school and parents should have access to a paper copy (on request) or electronic copy of the school anti-bullying policy (from school website)
- As a school we should take bullying seriously. All reported incidents of bullying should be dealt with fully.
- The school will record all incidents of bullying including what was done about it
- Bullying should not be tolerated by anyone

Steps that may be taken

- Report bullying incidents to S6 buddies, staff, guidance teacher or head teacher
- All incidents of bullying should be recorded by staff members
- In serious cases parents must be informed and will be asked to come to a meeting in school to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- Attempts will be made to help the bully change their behaviour and understand what they are doing
- The person being bullied should be asked what they want to be done about it
- Where appropriate a restorative meeting will be encouraged

Outcomes

- The bully may be asked to genuinely apologise
- In serious cases, exclusion will be considered
- If possible, the students will be reconciled
- After the incident has been investigated and dealt with, each case will be monitored to ensure that repeated bullying does not take place
- The bullied person should be offered 'optional' skills to help them deal with future incidents of bullying
- The bully should be offered skills training to help them change their behaviour

Prevention

We will create our own anti-bullying policy within the school and review it regularly. Students and staff will be encouraged to outline methods which will help reduce incidents of bullying within our school and create a positive and safe learning environment. This may include:

- Writing up a set of rules for the school
- Encouraging the use of simple behaviour contracts
- Teaching age appropriate lessons in PSE
- Offering circle time opportunities for bullies and the victims of bullying