

Kilwinning Academy

Anti-Bullying Policy

Ambition

Inspiration

Belonging

Respect



Dedication

Responsibility

POLICY STATEMENT

Kilwinning Academy is committed to providing a caring, safe and supportive environment for all of our pupils, so that they can learn in a relaxed and secure atmosphere.

“Children have the right to protection from all forms of violence (physical or mental). They must be kept safe from harm and they must be given proper care by those looking after them.”

(The United Nations Convention on the Rights of the Child, Article 19)

Kilwinning Academy is committed to the development of an inclusive and positive ethos of trust and respect, and seeks to ensure, as far as is reasonably practicable, the prevention of all forms of bullying among members of its community.

This policy is a public and explicit commitment to action.

“Knowing what’s right doesn’t mean much unless you do what’s right”
(Theodore Roosevelt)

A DEFINITION

It has been widely accepted that there are many different definitions in respect of bullying. Kilwinning Academy pupils and staff have looked at and considered many definitions. The following definition is one that seems to fit with the ethos of our school and best explains what we have defined locally as bullying behaviours. The adopted definition is somewhat non-prescriptive, which we feel leaves the doors open in order that any identified or non-identified behaviours can be assessed as and when necessary.

Bullying is any form of behaviour by one or more persons, which has a negative impact on the health and wellbeing of another.

Kilwinning Academy accepts that every case of perceived bullying will be treated with the utmost professionalism and sensitivity and if identified as a case of bullying, the response as outlined in this policy will be activated.

We understand that bullying does not always require intent on the part of the bully, nor does it have to be persistent. Isolated 'one-off' incidents can occur and these cases will be dealt with without prejudice.

Examples of Bullying Behaviour:

This list is not exhaustive and we fully acknowledge that bullying may take many shapes and forms. With technology advancing rapidly, new methods of bullying are being identified on a regular basis. With this in mind, bullying behaviour can be:

- Being called names, teased, put down or threatened
- Any physical violence such as being hit, tripped or pushed
- Having personal belongings taken, stolen or damaged
- Being ignored or isolated
- Rumour spreading
- Sectarian behaviour or name calling
- Abusive or threatening messages, text messages or e-mails
- Any form of social networking intimidation or targetting
- Any behaviour which causes a person to feel they are being bullied
- Being targeted because of who you are or who you are perceived to be

BACKGROUND INFORMATION

Prior to developing this policy, Kilwinning Academy staff and pupils wanted to gather information about the extent, types and impact of bullying within our local environment. This would help us to determine the extent of the issue and thus plan the best ways of dealing with and eliminating bullying.

To this end, Kilwinning Academy's Senior Pupil Council worked together to design an anti-bullying questionnaire to be completed by all pupils anonymously. The results were then analysed and we were able to ascertain that in some cases, some pupils felt that there was a need for further action. In light of these findings, staff and pupils have worked in partnership to develop a policy which we feel helps to address these issues as much as possible.

SCHOOL ETHOS

Kilwinning Academy aims to deliver learning opportunities of the highest quality for all our young people through a framework of shared values, underpinned by a **mutual trust** and respect amongst school staff, young people, parents, carers and community partners, with the child at the centre.

This policy is in line with the values of Kilwinning Academy in the following ways:

Ambition – Our ambition is to achieve a school free from bullying behaviours.

Belonging – We aim to help others feel a part of Kilwinning Academy by being friendly, respecting them and including them.

Inspiration – We aim to set a positive example and inspire others in our school to be friendly and respectful.

Respect – We understand that we are all different and celebrate our differences, ensuring there is a place for everyone in our school.

Responsibility – We are responsible citizens who will refrain from the types of bullying behaviours listed in this policy.

Dedication – We are dedicated to taking a stand against bullying.

EXPECTATIONS

At Kilwinning Academy, we have a **zero tolerance** approach to all forms of bullying, and we will do our utmost to ensure that all children are safe and free from harm.

To help us achieve our aim, we have clear expectations of our Staff, our Parents and our Pupils.

Staff

- Treat each other, Parents and Pupils with respect.
- Act as positive role models and foster a culture of trust and openness.
Emphasise to pupils the importance of sharing with staff any concerns about bullying behaviour.
- Listen to all complaints and take them seriously.
- Take written notes of all complaints in Seemis – refer all incidents to relevant PT Support.
- Refrain from using labels – do not refer to a pupil as a ‘bully’ or a ‘victim’.

Parents

- Treat School Staff with respect.
- Be supportive of the School’s efforts to eradicate bullying.
- Trust the School and accept that the School has taken appropriate action to help and support your child.
- Maintain good lines of communication at all times, and this includes letting us know if you have any issues.

Pupils

- Treat all Staff and all other Pupils with respect.
- Report any incidents of bullying you see to someone you trust (e.g. a member of staff, a peer mentor, a prefect, a parent or a close friend).
- Trust that bullying behaviour will always be dealt with.

PREVENTION

This section reflects what we, at Kilwinning Academy, are committed to doing in order to raise awareness and prevent bullying behaviours from taking place.

We aim to promote a culture where bullying is unacceptable. We will do this by taking the following steps:

- By raising this topic at the P7 Parents' Night.
- Putting in place a Peer Tutoring Programme whereby S6 pupils are present in classes and help to raise awareness of any issues of bullying.
- Putting in place a Prefecting programme involving S6 pupils being vigilant of bullying behaviours in corridors/outside.
- Using the notice boards to promote Peer Tutoring and Prefecting.
- Providing each prefect with a badge for recognition.
- Running a Buddying Programme in the Learning Support Department at intervals and lunchtimes involving S6 pupils.
- Conducting an Anti-Bullying Week.
- By taking part in a National' Respectme' Anti – Bullying competition.
- Carrying out a pupil survey.
- Tackling bullying at assemblies.
- By having anti-bullying slots in our PSHE programmes.
- By inviting the media into the school to promote the positive work that is being done in this important area.
- Planning to ensure that the training needs of our staff are met to ensure that they are fully equipped with the tools to tackle this subject.

ACTION

At Kilwinning Academy, when faced with an incident or accusation of bullying behaviour, we will always treat each incident on an individual basis.

After listening to the pupil and taking a note of the incident in Pastoral Notes the following actions may take place:

- Counselling and conflict resolution (this may involve partnership working where applicable, including the Home School Inclusion Worker, School Nurse, Campus Police Officer, amongst others).
- PT Support will make a referral to Head of House using Seemis.
- PT Support may work with Head of House using school procedures to resolve the issue.
- Parents may be contacted where appropriate and may be invited to attend meetings in the school as part of the resolution process.
- PT Support and Head of House will monitor the situation during a two week period to ensure that the issues have been resolved by all parties.