

# YOU can help!

- Tell someone who can help
- Supporting the bullied students
- NOT joining in
- Taking a strong position – tell the ‘bullies’ that their behaviour is “not on”
- Reporting any bullying behaviour to the most appropriate member of staff (see forward)



## ANTI-BULLYING GUIDELINES

Elgin High School is committed to providing an environment where you have the right to learn and teach free from harm and intimidation. Each member of the school community is valued and respected and has basic rights.

**Bullying is NOT acceptable behaviour at Elgin High School.**

***Definition:** Bullying is an act of aggression, causing pain, discomfort or embarrassment to another. It includes name calling, emotional hurt, physical violence and demands for money or possessions. Bullying can be planned or unintentionally carried out by individuals or groups and can be of a continual or isolated nature.*

## FORWARD

In order to deal effectively with bullying and keep it to a minimum in Elgin High School the following steps have been taken:

- Every day you meet with a Register Teacher who will listen to any concerns.
- The importance of treating each other with respect will be stressed by your Guidance Teacher and at assemblies.
- You can take any problems to a Register/Class Teacher, Guidance Staff or Senior Staff.
- In the Community Area Senior Management Staff are on duty every interval and lunchtime.
- The school will deal with any bullying that occurs at lunchtime and on the way to and from school.
- Discussion in Personal and Social Education as to the current state of bullying: positive school values etc. If you have a problem have your say.

However, no matter how good the school's preventative measures we must assume that the problem does exist and that you have a role to play.

To try and ensure that you understand the situation this paper for pupils has been produced. It outlines:

- What we understand by bullying
- The policy staff will follow and the expected outcomes
- Tips for you to assist with the identification of the problem.

We hope that these policies will help you have a good time at EHS and please remember – if you are bullied speak to an adult in whom you have confidence.

## AIMS OF SCHOOL RE: ANTI-BULLYING

- To foster a clear policy of ensuring that every pupil has the right to enjoy the Elgin High School community.
- To foster an ethos/school climate where bullying is acknowledged and dealt with quickly.
- To raise pupils awareness of bullying by providing information sessions. We will also provide a PSE programme which makes pupils aware of bullying.
- To provide pupils with a pamphlet which gives them helpful information and advice?
- To pursue a “no-blame policy” when dealing with incidents of bullying.
- To regularly review how well the “no-blame approach” is working.

Necessary parts of a successful anti-bullying policy:

- Acknowledge that bullying occurs.
- Listen to requests for help to deal with bullying.
- Believe that it can be stopped.

## Policy for dealing with incidents

Preferred option is called “NO BLAME APPROACH”.

This policy is based on the belief that the outcome required by the victim of bullying is that the bullying stops (not that the bully is punished).

## Implementation of no blame approach

- Victim is interviewed and understands that the bully will be approached with a view to stopping the unwanted attention/behaviour.
- The bully or bullies – are interviewed and the problems outlined. The facts are agreed and the focus of discussion is the feelings of the victim and their desire that the unwanted attention stops.
- There is no blame allotted.
- Ways forward-solutions to the problem are sought.
- A way forward is agreed.

The absolute necessity for unwanted attention to stop is emphasised.

The fact that no initial punishment is to be given is confirmed.

## HOWEVER, NEXT STAGES ARE OUTLINED BELOW SHOULD BULLYING CONTINUE!

During course of next few days the victim is once again interviewed to determine outcome of talk with bully.

Should bullying continue it becomes a discipline issue and parental involvement will be automatic. Obviously, previous agreements will have been broken and other strategies will now be required. These will vary probably involving sanctions and the possible involvement of outside agencies.

**N.B** At stage 2 above the bully and victim may meet to discuss issues but this is not necessary. Discretion is required and judgment made in the best interests of the victim, the victim's views will very much be taken into account.