

AIRDRIE ACADEMY



Anti-Bullying Policy

Definition:

Bullying may be defined as “behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual”.

Such behaviour may range from teasing and name-calling to verbal and physical abuse.

Aims of Policy

1. To eradicate bullying wherever possible.
2. To ensure that all staff and pupils are aware of this policy and adhere to it.
3. To create an environment conducive to pupil harmony.
4. To deal with instances of bullying as a matter of priority.
5. To work in partnership with parents to minimise bullying.

Acceptable Standards of Behaviour

1. All bullying is unacceptable, regardless of excuses given to justify it.
2. Issues of mutual respect, tolerance and relationships form part of the PSHE programme for each year group and promoting positive behaviour is an integral part of PSHE.

Action to be taken

1. Victims of bullying will be treated in a supportive manner.
2. Bullying is regarded as a serious offence and will be dealt with according to circumstances. Sanctions include exclusion from school.
3. Bullying of a racist nature will be dealt with in accordance with North Lanarkshire’s Policy on “Tackling Racist Incidents”.
4. Where appropriate, trained staff will employ Restorative Practices to resolve issues.

Pupil Responsibilities

1. Report any instances of bullying promptly to pupil support staff or class teachers.
2. Refrain from any behaviour which would constitute bullying of fellow pupils.
3. Act in a respectful and supportive manner to other pupils and report any suspected incidents which the victim may be afraid to report.

Parental Responsibilities

1. Parents should stress to their own children the importance of sociable behaviour.
2. Parents should report any concerns they have i.e. Bullying. Be vigilant re any unusual behaviour, unhappiness, reluctance to attend school etc.
3. Parents should support the school's Anti-Bullying Policy.
4. Parents should stress to their own children that physical retaliation is not an appropriate response to bullying.

Staff Responsibilities

1. All staff have a responsibility to be mindful of pupils' individual needs made known to them via health lists and information from Pupil Support Staff.
2. Staff should also report any concerns re uncharacteristic pupil behaviour to Pupil Support Staff or appropriate DHT.
3. Staff should take any reports of bullying seriously and pass these to Pupil Support Staff or appropriate DHT.
4. Staff should be aware that pupils may see them as an appropriate person to confide in and be prepared to lend a sympathetic ear before deciding on action to follow.

Evaluating the Policy

1. Pupil Support Staff will report on incidents of bullying on a regular basis.

Policy Development

The policy will require to be periodically reviewed and updated. All staff, pupils and parents have a part to play in development and maintenance of this policy.

Pupil Councils have a role to play in monitoring the effectiveness of the school's Anti-Bullying Policy by periodically discussing matters arising in open forum, raising any new issues or concerns, evaluating the success of current policy.

While we must accept that bullying to a greater or lesser degree exists in all schools, the school policy will continue to aim to maximise co-operation between staff, pupils and parents.

The end result should be a learning environment free from threats or fear and therefore conducive to pupils' achieving their maximum potential.

R Reid
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