

MAVISBANK SCHOOL

ANTI-BULLYING POLICY

RATIONALE

All pupils have the right to receive the highest quality of care and education in a safe, secure and supportive environment which is conducive to learning.

In Mavisbank School it is of the utmost importance that all staff have a heightened awareness of the basic prerequisites for an optimum learning environment which is underpinned by an inclusive ethos.

An Anti-bullying policy must try to ensure that all pupils have equality of opportunity irrespective of gender, race or ability, and the aims of the policy must therefore be considered in conjunction with the policy on Promoting Racial Equality and the Mavisbank Children's Charter.

In our school, an anti-bullying policy must be couched in terms relevant to the day-to-day experiences of the children.

It is essential that it be acknowledged that bullying in its broadest sense can take many forms, some of which may not be instantly recognisable as bullying.

INSTANCES OF BULLYING BEHAVIOUR

- being ignored
- being excluded
- being disregarded
- being overlooked

- being isolated
- being treated in a dismissive manner
- being addressed in an inappropriate manner
- being treated without due regard to dignity or privacy
- being belittled or mocked
- being treated in an intolerant manner
- being toileted/dressed/ fed in a manner which could cause the pupils to feel stress, anxiety or discomfort

Mavisbank staff must try to ensure that all children receive the highest quality of care and education; staff must also be very vigilant in ensuring that all visitors to the school and personnel from other agencies comply with the philosophy underpinning the anti-bullying policy.

Any staff member who feels that any pupil is not being treated in an appropriate manner should report these concerns immediately to the Head Teacher.

Policy Aims:-

- ❖ to try to ensure that all pupils feel safe and secure in a supportive and caring environment
- ❖ to try to ensure that all pupils are treated with respect and courtesy by all staff and visitors to the school with due regard to their dignity and feeling of well-being
- ❖ to try to ensure that all pupils are included in all aspects of school life, health permitting
- ❖ to try to ensure that all pupils are engaged for the maximum amount of time, health permitting

- ❖ to try to ensure that all pupils receive responsive care appropriate to their needs
- ❖ to try to ensure that all staff communicate with pupils in a manner appropriate to their understanding
- ❖ to try to ensure that no pupil is deemed to be too difficult or too unresponsive for staff to work with, health permitting
- ❖ to try to ensure that all procedures involving the pupils in any aspect of school life are carried out with due regard to their right to privacy and dignity.

The responsibility for trying to ensure that no bullying of any kind takes place in Mavisbank lies with all staff members; it is incumbent on all staff to try to be models of best practice in terms of the way we work with the pupils.

It is equally important that the same high standards be applied with regard to relationships among staff.

All staff members have the right to work in a harmonious environment where everyone is respected and valued within a supportive and inclusive ethos.

Any concerns that staff may have regarding bullying or inappropriate behaviour should be reported immediately to the Head Teacher.

Reviewed by John Lochrie, Eileen McDonnell Sept 2014

Date of next review: Sept 2017