



Preventing and Challenging Bullying Behaviours

Introduction

Our ASPIRE values and school rules of Ready, Respectful and Safe are central to our approach to promoting positive behaviour and dealing with incidents of potential bullying. All staff, including support staff, are expected to promote positive behaviour by translating the values mentioned above into action on a daily basis in their interactions with pupils and other staff. Pupils are in turn expected to act in the same manner towards other pupils and all members of staff. In this way the collective responsibility we all have towards each other as members of the community of Bannockburn High School is constantly reinforced.

Local Context

Stirling Council has developed a policy called Respect for All: Preventing and Challenging Bullying Behaviours. This forms the basis of our policy, within Bannockburn High School, and details the research that has been carried out to shape our actions when it comes to dealing with bullying type behaviours. If you would like to view this, please contact the school.

Expectations

As pupils need to know what is expected of them, the school rules are clearly set out. At the start of every session, all pupils are given an assembly which includes a section on School Rules. This sets out Expectations and Consequences as far as behaviour is concerned. A range of strategies are used by PTPS to promote positive behaviour. Additional strategies are employed by Faculties and classroom teachers. At lunch times and at the end of the school day, members of the SLT monitor the conduct of pupils in the corridors, social areas, bus bay and the vicinity of the school. The high profile of SLT provides a disincentive for pupils who are tempted to misbehave and security for vulnerable pupils. The availability of Senior Staff makes it easier for pupils to speak to a member of staff if they want to do so. Particular facilities are made available for pupils with additional support needs during breaks – this may include use of the Pupil Support Centre, ASN Hub, Pathways or other areas by arrangement.

Our response

When problems do arise, our policy is to act quickly and contact parents. This may mean contacting parents outside normal school hours. Particularly where incidents of alleged bullying are concerned, we encourage parental support to enable us to take whatever measures are appropriate to deal with the matter as quickly but as thoroughly as possible. As with all matters which cause them anxiety, pupils are told to contact their PTPS or tell any member of staff or a senior pupil if they feel

they are being bullied. Senior pupils are expected to look after younger pupils and to report any concerns to staff. Bullying is defined as conduct towards another which is wounding (either physically or emotionally), intentional and persistent (i.e. is repeated over a period of time). This is regularly addressed in our PSHE programmes and at weekly year group assemblies. A proactive approach is taken towards pupils with emotional and behavioural difficulties. In order to avoid difficulties arising, early contact with parents e.g. while the pupils are still at primary school, and close collaboration with support agencies are vital factors in helping pupils achieve their potential. A flexible response which places the best interests of the pupil first is adopted in all cases.

Some of the strategies we may employ to resolve potential bullying incidents . . .

- Contact home to discuss and ask for support
- Restorative conversations
- Support to develop improved relationships within friendship groups
- Consequences, as appropriate, for the pupils involved in the bullying type behaviours
- Wider education around such topics as hidden disabilities and tolerance
- Respect lessons in PSHE
- Diversity training within PSHE
- Whole school work on Diversity, led by our Diversity group
- Approaches to supporting understanding for our young people with ASN
- Involvement of Community Police Officer, PC Paul McCafferty, as appropriate - particularly in incidents of potential online bullying behaviours

If no resolution is found, next steps may include . . .

- Involving external partners to support a young person's understanding of their actions
- Increased monitoring of the pupil who is falling below expectations
- Limiting social times for pupils who fail to make an effort to bring about improvements
- Robust recording of incidents, using the Stirling Council Bullying App

