

Milne's High School

Anti-Bullying Policy

Introduction

In Milne's High School, all pupils and staff have the right to feel safe and secure.

Within the Curriculum for Excellence Health and Wellbeing framework all staff have a responsibility for the Health and Wellbeing of all young people which includes, mental, social and emotional wellbeing.

Milne's High School Pupils' Definition of Bullying

We think bullying is behaviour that can leave people feeling hurt, frightened and left out. Such behaviour impacts negatively on our school community.

Bullying can be characterised by intentionally aggressive behaviour that involves an imbalance of power and strength. It can be exemplified through physical, verbal/nonverbal, and/or relational means.

Bullying can also be characterised as being prejudice because you are perceived to be different e.g. appearance, intelligence, sexuality, race, beliefs, disability or personality.

Bullying can be any combination of the above negative behaviours and often it is a repeated offence, even when teachers observe it for the first time.

Bullying is NEVER harmless

Bullying can be

- Teasing
- Intimidation
- Humiliation
- Extortion
- Assault
- Faceless – e.g. Cyber bullying

Bullying can occur between, peer to peer or between pupils in different year groups. A bully can also be a victim of bullying. Bullying can take place in the school, around the school campus, at home, on the streets, on buses, online; ANYWHERE.

Milne's High School Statement

Bullying occurs in every school and Milne's High is no exception. When bullying is identified here it will be dealt with quickly, firmly and sensibly.

What are we doing at Milne's High School?

We are attempting to promote strong relationships between, pupils, staff and parents. We strive to work together to provide an environment where everyone is valued, there is mutual respect and everyone is supporting others to be their best. We challenge bullying and aim to create an atmosphere in which our young people feel able to discuss their worries with their Guidance Teacher without making the situation worse.

How are we doing this at Milne's High School?

- Promoting a positive ethos across the whole school
- Primary/secondary transition
- Peer Coaches available during the week for advice
- Bullying and relationship issues as part of PSE programme
- Promotion of resilience and confidence building using Solution Orientated methods
- Messages at Assemblies

What is done when an incident occurs or is reported?

- Talk to someone you can trust – Guidance teacher, Tutor teacher, parent, relative, friend, Prefect
- PT Guidance will talk through the issues and actions taken will depend on circumstances and the degree of bullying involved. This may include fact-finding, talking with others, problem-solving work, restorative work and talking to parents
- Sanctions may be used where appropriate
- We may involve others to work with us, such as Home School Link Worker or Police Scotland
- Persistent or serious incidents can lead to referral to the Senior Leadership Team
- Persistent or serious incidents may lead to restrictions, formal warnings, parental meetings and ultimately, exclusion from school
- Incidents are recorded and filed for all those involved. These are discussed on a regular basis by the Senior Leadership Team