

## A Policy for the Prevention of Bullying

Kirkwall Grammar School is committed to providing a safe, supportive environment for all students and staff. In line with our statement of values it is incumbent on all staff to create and maintain:

*"...an ethos within which ... there is respect and caring for others regardless of their sex, ethnic origin, religion or academic ability".*

Bullying may be defined as:

*"... the wilful, conscious desire time and again to hurt, threaten or frighten individuals unable to defend themselves" (After Delwyn Tattum in *Bullying: a Positive Response*)*

It can take many forms - physical, verbal, psychological or a combination of all three. It is not just the incidents or series of incidents themselves, but the anticipation of possible future instances which is threatening. We have an obligation to minimise the incidence of bullying in the school and to deal appropriately with any instances of apparent or alleged bullying which come to our attention as a matter of urgency.

To encourage and emphasise an ethos 'against bullying' and which promotes good relationships it is necessary to adopt pro-active approaches. These include:

- The display of anti-bullying posters and advice to pupils in a prominent position in all classrooms and notice boards in the school corridors.
- Leaflets providing pupils and parents with information about bullying.
- Bullying as a topic in the Personal and Social Development programme.
- An S6 Peer Support Group who have received basic training in counselling, particularly in relation to bullying.

Its aims are:

- To provide support for pupils.
- To help pupils who are being bullied or who bully.
- To help resolve conflicts.
- To befriend.

Each case of bullying is unique and, therefore, an individual strategy is required for dealing with the incident(s). **In all cases, staff should treat instances of bullying seriously and bring them to the attention of the Pastoral Care Teacher or Management Team without delay.**

Procedures for dealing with bullying may include some or all of the following:

- Monitoring the situation discreetly.
- Speaking individually to one, both or all concerned, victims and bullies, and simply making it known to them that the situation is being monitored and action will be taken.
- Counselling the victims and bullies, by the Guidance Teacher, Management Team or S6 Peer Support Group.
- Providing a safe, secure and structured discussion forum in which the Guidance Teacher(s) can enable the bullies and the victims to talk together in a positive and constructive way.
- Contacting the parents of all those involved.
- In very severe instances it may be necessary to remove the bully from certain classes or social situations or even to exclude them from school for a short period of time.