



# **Bullyproofing Hillpark Secondary:**

## ***The Policy***

### **Introduction**

Bullying and harassment are abuses of power, which can happen to anyone, anywhere, at any time. All young people should expect to attend school free from fear of bullying. Our young people should feel secure and free from intimidation and harassment in Hillpark Secondary School.

It is the aim of the school to eradicate the distress suffered by any of our young people as a result of physical or verbal bullying from whatever source. If we are to succeed in this aim it will be necessary that the whole school community - pupils, staff and parents - play an important part in identifying and helping to remedy instances of bullying which come to their attention.

### **What is bullying?**

Bullying involves some form of unprovoked hurtful abuse of power.

- Verbal- being called names / nasty comments
- Social- being left out of things / no one talking to you
- Material- possessions stolen/ property damaged/ extortion
- Mental- threatened / pressure to conform
- Physical- being assaulted

Verbal, social and mental forms are much more common than material or physical bullying.

Name-calling is the most common form.

### **Role of pupils**

Pupils who are being bullied should always report this to a member of staff or their parent/guardian. Members of staff may include their class teacher, their registration teacher, their Pastoral Care teacher or their Year Head. Pupils should be confident in the knowledge that they can do this without fear of reprisal. They should also expect that action would be taken to bring the matter to a satisfactory conclusion.

All pupils can contribute to making Hillpark Secondary bully-free by ensuring that they treat others with courtesy and respect. Pupils should be aware of what constitutes bullying behaviour and refrain from this.

Pupils who are aware of bullying taking place should report it, in confidence, to a member of staff. Bystander apathy must be discouraged to show the perpetrators that this is unacceptable behaviour and will not be tolerated.

Pupils should support victims of bullying by encouraging them to report it, or reporting it for them.

### **Role of teaching/non-teaching staff**

All members of staff, both teaching and non-teaching, have an important role in helping to eradicate bullying.

Staff should be familiar with the warning signs of bullying and alert Pastoral Care or Year Head to any suspicions.

Staff should take bullying seriously; being prepared to listen to whatever a child is telling them. Listening patiently with full attention, encouraging, clarifying, restating, reflecting, validating and summarising may provide a more helpful response. Staff should be supportive, seeing the pupil's side, acknowledging and allowing expression of their feelings. It is important to remember that a guarantee of confidentiality cannot be given to a child.

Staff should be sensitive to how their own behaviour and comments towards pupils may unintentionally contribute to bullying. Teaching staff should create an anti-bullying classroom climate. Good classroom management is essential to this. Teaching staff should be aware of the social relationships emerging within their classes and be alert to signs of tension or distress.

If staff suspect bullying they should automatically and promptly inform the appropriate Pastoral Care teacher. The details should be recorded on the Memo to Pastoral Care form. If the Pastoral Care teacher is not available then the appropriate Year Head should be informed.

### **Role of Pastoral Care**

Pastoral Care staff that are alerted to instances of bullying should act promptly to gather as much information as possible. This information will inform decisions for further action which will be taken. The action taken will have various forms, dependant on particular circumstances. Resolution strategies should be employed where appropriate. Serious instances of bullying should be referred to the appropriate Year Head for action.

Pastoral Care staff, through the PSE programme, should raise awareness of the school's anti-bullying policy and procedures. They should also encourage pupils to talk about problems or potential problems so that action can be taken.

Pastoral Care staff should provide support to both victims and bullies where appropriate. In certain cases the matter may be referred to the Joint Support Team.

Pastoral Care staff should pass on details of bullying referrals to the Depute Head (Pupil Support). Details should include the victim's name, alleged bully and action taken. A log will be kept and used to monitor the incidence of bullying within Hillpark Secondary.

### **Role of parents/guardians**

Parents/guardians should inform Pastoral Care, or the appropriate Year Head, if they are concerned that their child is being bullied. Parents should cooperate fully with the school in identifying the bullies and work in partnership to support their child. This should also apply to those instances where their child is the bully.

Parents/guardians should be kept fully informed of what action the school has taken to resolve the matter.

Parents should be confident that the school will always act when bullying is reported and be aware that a 'hitting back' approach is not acceptable.

### **Why 'hitting back' is not acceptable in Hillpark**

Pupils should consider the following-

- Are you able to?
- Do you want to?
- Do you think violence is acceptable?
- Is it okay to hit first?
- Will it get you into trouble?
- Will you be able to fight all the bully's friends?

**Remember:** The majority of bullying is verbal not physical.