



MADRAS COLLEGE

Anti-Bullying Policy

Fife Council is committed to providing a safe and caring learning environment for all children and young people. Bullying in any form is unacceptable and Fife Council has taken the following actions to ensure that all children feel safe and free from bullying or the threat of bullying:

- Working with respectme, Scotland’s national anti-bullying agency, we have reviewed our Anti-bullying policy, building on work which has been ongoing in Fife and elsewhere for several years. As part of this policy we have a number of teachers who are trained anti-bullying trainers, who pass their knowledge and skills on to other teachers. Our schools are also required to log any instances of bullying and this information is reviewed regularly by Education Service Management.
- Every school in Fife is required to develop and maintain their own anti-bullying policy. Madras College Anti-Bullying Policy sits alongside the Fife Council Education and Children’s Services anti-bullying policy. This is developed in conjunction with children and parents, and is reviewed regularly. Central to every policy is a commitment to encouraging children to be confident about approaching an adult if they feel they are being bullied, knowing that their concerns will be taken seriously.
- On rare occasions when bullying does occur our key priorities are to make sure that the child who has been bullied feels safe and protected. Our aim is to resolve the situation in a way that minimizes the chance of any recurrence. Schools apply

restorative approaches in situations like this, by ensuring the child who has bullied realises the negative impact of their behaviour and understands that bullying is unacceptable and will not be tolerated. We firmly believe that this approach helps children to change their behaviour and reduce the risk of them bullying in the future.

Madras College aims to ensure that all members of the school community feel comfortable, safe and happy in order to progress effectively in their learning. Bullying behaviour of any kind prevents this from happening and is not tolerated. Dealing with bullying behaviour is the responsibility of the whole school community.

Definition of bullying:

For the purposes of this policy we define bullying as behaviour, which may or may not be deliberate, by one person or a group, which upsets, hurts, harms or injures another, impacting directly on their quality of life. Bullying may take many forms, including verbal, physical and social behaviour, and increasingly it may involve the use of technology, such as mobile phones or computers. It is likely to be associated with a power difference between those who bully and those who are bullied, to lead to hurt, fear and anxiety, and is often the result of difference, perceived or real.

Aims of the Policy

To:

- give students and staff clear guidelines on procedures to follow if they suspect or witness bullying behaviour.
- provide information for parents/carers on what to do if they have a concern about bullying behaviour. (Specific Parental Information)
- acknowledge that everyone (pupils, teaching and non-teaching staff) is entitled to feel safe and secure in the school environment, and that bullying behaviour is openly acknowledged as being unacceptable.
- build and maintain an ethos of mutual respect in school.
- ensure that everyone in the school recognises his/her own responsibility in creating a positive and supportive environment free from bullying behaviour.
- ensure that all incidents of bullying are dealt with as effectively as possible and that they are seen to be dealt with.
- build the capacity, resilience and skills in students, parents/carers and staff to prevent and deal with bullying behaviour.

To achieve these aims:

- all pupils, staff (teaching and non-teaching) and parents are given information explaining possible courses of action.
- bullying is discussed in the Social Education Programme, at various stages, and other opportunities are taken, for example, at assemblies and in other classroom situations to raise awareness of the issue,
- Guidance staff and Senior Management have a range of strategies for dealing with bullying behaviour to support all individuals involved.

Teaching Staff

In addition to the definition given in the policy, staff should also note the following:

- *Learn to recognise different signs of bullying behaviour which may include:*
 - signs of distress,
 - deterioration in work,
 - spurious illness,
 - desire to remain with adults,
 - erratic attendance.
- *If you come across an incident of alleged bullying, what should you do?*
 - Treat the incident seriously.
 - Take action as quickly as possible either by dealing, where necessary, with the immediate situation and referring to Guidance staff. You should access the normal SEEMiS referral system and pass the referral to the pupil's guidance teacher for action.
 - Reassure the child/children and offer them supportive help.
 - Even if you have dealt with the incident, please inform Guidance staff of the pupils involved.
- If a pupil (or pupils) or a parent reports an incidence of bullying to you, you should inform the appropriate Guidance teacher and make it clear to the 'informant' that this is the course of action you are taking.

Information for Pupils, Staff and Parents

- **Examples of Bullying Behaviour**

- Teasing or name calling.
- Threatening, or making people do things they don't want to.
- Taking or damaging someone's things.
- Hitting or kicking.
- Using technology to cause harm to others.
- Playing unkind practical jokes.
- Making someone feel uncomfortable or scared.
- Ignoring or deliberately leaving someone out of things.
- Saying or writing nasty things about someone.
- Making racist or sexist comments including the use of technology.
- Making homophobic or transphobic comments including the use of technology.

Madras College takes any form of prejudice-based bullying extremely seriously. For more information on the protected characteristics covered under this context please see Fife Council's Anti-Bullying Policy.

- **Advice for pupils when subjected to bullying behaviours.**

- Tell someone. You are not alone. People you can tell: guidance teacher, parent/carer, friend, teacher or someone you trust.
- Don't fight back.
- Don't try to deal with it on your own.

All reported incidents will be dealt with sensitively and in confidence and all reported incidents will be taken seriously, investigated and action taken as appropriate.

Actions that may be taken:

- Pupils involved in the situation may be offered counselling interviews, restorative meetings, support of a peer tutor or buddy in school.
 - Work closely with parents or carers.
 - Provide supportive spaces during unstructured times.
- **Specific Parental Information**
 - If you have been made aware of a bullying situation, please contact the school reception who will put you in touch with a member of the Guidance Department to discuss the situation.
 - If the school has information on bullying situations where your child may be involved, you may be contacted to discuss the matter further.
 - **For further information:**
 - www.respectme.org.uk
 - www.antibullying.net
 - www.childline.org.uk/bullying
 - www.lgbtyouth.org.uk

This policy will be due for review in May 2021



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January 2018