



## GRYFFE HIGH SCHOOL Anti-bullying Pledge

Unacceptable behaviour will always be challenged.

We will not label or stereotype.

Young people affected by bullying will be supported to help them regain their sense of agency.

The views of the person affected will always be taken into account when finding a solution.

We will respect everyone in our school community.

We will promote caring and positive attitudes.

We will act with kindness whenever we can.



### KEY STAFF CONTACTS

#### Anti-bullying Coordinator

Ms S Dhesi      Depute Head Teacher

#### Pastoral Support

Miss J Leslie    Acting PT Guidance    BURNS

Mr J Clark      PT Guidance    FLEMING

Miss S Still     Acting PT Guidance    MACKINTOSH

Miss H Holmes   PT Guidance    WALLACE

#### Wellbeing and Inclusion

Mrs S Costello   PT Wellbeing and Inclusion

#### Support for Learning

Miss F Brown    PT Support for Learning

**Wellbeing Ambassadors**—Identified by their purple lanyard

### SCHOOL CONTACT INFORMATION

School Telephone: **0300 300 1323**

Email: [gryffehighenquiries@renfrewshire.gov.uk](mailto:gryffehighenquiries@renfrewshire.gov.uk)

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Old Bridge of Weir Road

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## GRYFFE HIGH SCHOOL Anti-bullying Procedures

At Gryffe High School, our key values are **Caring, Learning and Achieving. We understand that bullying is never acceptable.**

This leaflet outlines our procedures and explains some of the actions we promote to create a school community where bullying cannot thrive.

When all members of our school community, pupils, parents and staff work together using our Anti-bullying approaches, the outcomes are better for our young people.

## Investigating an incident

### When is it bullying?

Bullying is both behaviour and impact. Every situation is unique and only through proper investigation can we determine if bullying has occurred. It may not be bullying, but it can still be unacceptable behaviour that needs to be challenged. Every incident will be treated on its merits and consequences could be involved as part of the solution. The most effective approaches always involve listening to those involved.

## Responding to bullying

Bullying takes place in the **context of relationships**; it is behaviour that can make people feel hurt, threatened, frightened and left out. The **behaviour** and **impact** of bullying can affect a person's capacity to feel in control of themselves.

What we do about bullying is vital to repair **relationships** with both others and self. We respond by asking;

1. What was their **behaviour**? What did the individual do?
2. What **impact** did it/they have? How has the behaviour impacted themselves or others?
3. What do I **need** to do about it/what do they need? What are the needs of all individuals involved?

To enable this process, we must deal with how both parties feel and deal with what this feeling has resulted in.

## Prevention approaches in Gryffe

The way we interact with young people is crucial to creating an **inclusive ethos** of respect and equity. At Gryffe we ensure our school **values of caring, respect and co-operation** are embedded throughout our community. We achieve this via pupils and staff working together. This is evident through our various committees; Pupil Council/Management, Promoting Positive Relationships, Restorative Practice, Renfrewshire's Nurturing Relationships Approach, Nurture Working Group and Wellbeing Ambassadors (pupils who educate their peers in Relationships, Behaviour, Nurture and Wellbeing).

## Wellbeing Ambassadors



Wellbeing Ambassadors 2018-19

Wellbeing Ambassadors volunteer their time to support their peers either at breakfast/lunch clubs, within social areas/school grounds at intervals/lunch and help coordinate events and clubs. The help provide safe and inclusive areas especially within our Pupil Support department. They have all been trained by experienced anti-bullying practitioners and play a key role in mediation and restorative approaches where appropriate.

## Curricular approaches in Gryffe

We are an MVP and Rights Respecting School, and our success in this area has earned us the coveted Rights Respecting Schools Award. Anti-bullying forms a key part of our PSE learning and teaching, and is a focus at every monthly assembly.



Wellbeing Ambassadors with specialised training in Bullying Behaviour

## Reporting and Recording

There are several ways for young people and parents/carers to report concerns:

- Speak to a **teacher** directly
- Approach a **Wellbeing Ambassador** who can find a teacher to help you
- Online at [www.gryffehigh.co.uk](http://www.gryffehigh.co.uk)
- Keep Safe Kids App—click 'Tell Someone' and search for Gryffe High School

This policy sits alongside Renfrewshire's Anti-bullying approach:

[www.renfrewshire.gov.uk/article/3469/Anti-bullying](http://www.renfrewshire.gov.uk/article/3469/Anti-bullying)