

WORKSHOP 1 — AN Anti-Bullying CHECKLIST

WHAT SHOULD WE EXPECT TO FIND IN A SCHOOL'S ANTI-BULLYING POLICY?

HMI look for a pro-active push to minimise bullying in the school and, of course, the school ethos must be positive in the first place, for the school to be able to work on bullying issues.
(Bill Maxwell HM Chief Inspector of Schools - Scotland)

A Checklist

The Anti-Bullying Policy may be found embedded in another policy, perhaps on relationships, but wherever anti-bullying sits in a school's policy framework HMI will look at the following points during an inspection:

- ◆ Whole school ethos - which is a critical factor.
- ◆ Practice, rather than policy.
- ◆ Pupil complaints procedures - especially in regards to teacher bullying.
- ◆ Parent, staff and pupil awareness of the anti-bullying policy and whether pupils and staff were involved in its formulation.
- ◆ A consistently high level of vigilance, with staff looking for signs of bullying, and tackling incidents of bullying without over-reacting.
- ◆ How recent incidents of bullying have been handled - HMI check that a school didn't go into crime and punishment mode, despite possible pressure from the parents.
- ◆ How PSD programs take pupils through the issues - e.g. how concepts of power and conflict are handled as part of a wider agenda to develop kids effective social relationships.

HMI will check that:

- ◆ Teachers look at the perception of the victim, and check what the victim's needs are.
- ◆ Teachers have tried to work out the intention of the bully - were their actions intended or simply thoughtless?
- ◆ The school don't rate the seriousness of the bullying by the nature of the incident.
- ◆ Teachers consider the support needed by both the victim and the bully, and make an appropriate response to those needs.
- ◆ The school records bullying incidents and that appropriate actions are taken.

For more information visit the Anti-Bullying Network's website: www.antibullying.net