Brechin High School

Anti-Bullying Policy

UNCRC Article 18 (protection from violence, abuse and neglect)
Children have the right to protection from all forms of violence (physical or mental). They must be given proper care by those looking after them.

UNCRC Article 28 (right to education)
Every child has the right to an education. Primary education must be free and different forms of secondary education must be avaliable to every child.

UNCRC Article 29 (goals of education)
Education must develop every child's personality, talents and abilites to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the enviroment.

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School Statement on Bullying:

At Brechin High School we treat everyone with respect - bullying of any kind is unacceptable. Our school is a place where everyone should feel safe, happy and included.

Aim and Purpose

Bullying behaviour impacts on young people's wellbeing and can affect their participation, attainment and inclusion.

Bullying of any kind is unacceptable. At Brechin High School the safety, welfare, and well-being of all learners and staff is a key priority. All allegations/incidents of bullying are taken seriously, and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment, or discrimination.

Through actively promoting our school values of friendliness, achievement, inclusion, trust & respect and honesty we want to enable our students to become responsible citizens and prepare them for their adult life. These values reflect those that will be expected of our young people by society when they leave school, and enter the world of work or further study.

We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing, and assessing the impact of our preventative measures.

Recognising Bullying:

Whenever a child or young person feels bullied, victimised, distressed or 'got at' by others, intervention should be taken promptly. Our pupils' want to be listened to and taken seriously, and that action be taken to address the bullying behaviour.

Bullying is hurtful or unkind behaviour. Bullying is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face-to-face and online.

The nature of bullying can be:

- Physical - such as being hit, tripped, pushed or kicked, physically intimidating someone, or using inappropriate physical contact towards someone.
- Verbal - such as name calling, spreading rumours, using derogatory language or threatening someone.
- Psychological - such as deliberately excluding or ignoring someone. Brechin High School Anti Bullying Policy 3
- Cyber/Online - such as sending, forwarding or sharing abusive messages, pictures or images on social media, online gaming platforms or phone
- Attacking property - such as damaging, stealing or hiding someone's possessions

Bullying or Conflict?

We recognise the importance for young people to discuss how they feel and help them develop resilience to manage their relationships. We understand that young people will fall out and disagree with each other as they form and build relationships. This is a normal part of growing up and most children and young people can bounce back from this type of behaviour. The main issue to be taken into consideration is how the behaviour has made a child or young person feel. If a young person feels bullied this should be dealt with through the Bullying policy.

Conflict	• disagreement or difference of opinion • inevitable part of group dynamics • equal power between those involved • usually an isolated incident • all involved make an effort to resolve the situation
Bullying	• based on an imbalance of power • the intent to harm - on purpose • happens repeatedly • serious - causes physical or emotional harm • does not stop when asked

Hate Crimes/Protected Characteristics:

The Equality Act (2010) prohibits discrimination (whether direct or indirect), harassment and victimisation against people who possess one of the protected characteristics, listed below.

• Age • Disability • Gender reassignment • Race • Religion or belief • Sex • Sexual orientation • Marriage and civil partnership • Pregnancy and maternity

If this is happening to your child, you should report it to the school as soon as possible. You can also report this online or by contacting Police Scotland.

Roles and Responsibilities:

Brechin High School:

- Promote the importance of all members of the school community contributing to a positive ethos in which all individuals are respected regardless of difference or status. Promote an environment where pupils feel safe and equally valued.
- Adults model behaviour that is respectful, nurturing and caring.
- Give clear and consistent messages that bullying behaviour will not be tolerated in Brechin High School.
- Respond to all observed and reported allegations and complaints in relation to bullying within two working days of notification.
- Support young people to understand what bullying behaviour is and the impact this can have on others.
- Ensure all members of the school community are aware of the antibullying policy and procedures.
- Clear communication channels to report bullying behaviour e.g pupils, parents and staff.
- Record and report bullying behaviour allegations and incidents through the SEEMiS Bullying and Equalities module.

All Staff:

- Be positive role models and work collaboratively to promote positive relationships.
- Encourage children and young people to develop necessary skills such as self-awareness and self esteem, coping strategies, assertiveness and resilience.
- High quality learning and teaching which supports wellbeing in the classroom.
- Listen and take children and young people seriously.
- Engage with parents/carers.
- Share concerns appropriately within Brechin High School and seek support where appropriate.
- Take action to promote equality and diversity and children's rights
- Treat people with respect.
- Understand and action local anti-bullying policy and procedures.
- Act in accordance with relevant professional standards and codes of conduct.

Parents/Carers are requested to:

- Be aware of anti-bullying policies and practice in any school / clubs / groups attended by their child.
- Work collaboratively to help ensure bullying cannot thrive.
- Share concerns about their child as early as possible with the appropriate PCS teacher.
- Engage through school Parent Voice to contribute to and learn about anti-bullying practice.
- Treat people with respect.
- Promote positive respectful relationships.
- Listen and take children and young people seriously.
- Understand when a situation is bullying or not as falling out with friends is not uncommon.
- Be aware of your child's wellbeing and look for any changes
- Monitor your child's digital footprint.
- Be aware that some instances must be reported to the police.
- If there is a problem, liaise with us and the staff dealing with the situation to work in partnership to create a plan for support.

Young People are encouraged to:

- Treat people with respect and not engage in bullying behaviour.
- Be aware of anti-bullying policies and practices in school / clubs / groups attended.
- Challenge bullying behaviour, where safe and appropriate.
- Share concerns with peers/trusted adults if appropriate to the individual.
- Work collaboratively to help ensure bullying cannot thrive.

BRECHIN HIGH SCHOOL ANTI-BULLYING FLOW CHART

BULLYING INCIDENT WITNESSED / REPORTED TO STAFF MEMBER

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ENSURE ALL PARTIES INVOLVED ARE SAFE

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PASS ON INFORMATION ABOUT THE INCIDENT TO THE RELEVANT PCS TEACHER

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DUN HOUSE	FARNELL HOUSE	MENMUIR HOUSE
Mrs McDonald	Mrs Cormack	Mrs Shephard

↓

PCS AND HEAD OF HOUSE DECIDE APPROPRIATE COURSE OF ACTION BASED ON AVALIABLE INFORMATION

↓

PCS NOTIFY PARENTS / CARERS OF ALLEGED INCIDENT AND COMMUNICATE TIMESCALE FOR INVESTIGATION

↓

INVESTIGATE THE INCIDENT / ALLEGATION. NOTE STATEMENTS FROM ALL INVOLVED TO ESTABLISH FACTS

↓

RECORD INCIDENT IN BEM (REVIEW IN 4 WEEKS OR EARLIER IF APPROPRIATE)

↓

RESTORATIVE CONVERSATON AND INFOMR PARENTS / CARERS

↓

CHECK IN WITH PARENTS AND PUPILS A FEW WEEKS LATER

In line with Angus Council policy details of bullying behaviour and actions taken will be recorded in the SEEMIS Bullying and Equalities application by either Pupil Care & Support or Senior Management. This is a secure recording system and follows data protection principles.

Responding to Bullying

Our approach to challenge bullying behaviour is rooted in our school values of friendliness, achievement, inclusion, trust & respect and honesty. Pupil wellbeing is at the centre of our response and we aim to create an opportunity where the pupils can learn and change their behaviour.

We believe we all have a choice on how we behave and act towards others. To create an inclusive environment where each young person can thrive, positive relationships are vital. Young people will be supported to develop resilience and to always act in a kind way towards others.

We believe it is important that our young people feel valued, listened to and supported. We will challenge prejudice behaviour, provide clear expectations (promoting high standards) and offer a variety of ways in which to respond to bullying behaviour. As a school we are committed to responding quickly and dealing effectively with any suspected bullying behaviour we use a “Report, Investigate, Possible Action” approach to reporting a bullying incident.

The young person who has experienced bullying behaviour will receive appropriate support and protection.

For example: -

- The opportunity to speak to an adult within the school
- Member of staff reassuring the young person
- Being gently encouraged to talk about what has happened
- Discussion about next steps

A number of people in our school play a key role in helping young people to stay safe.

Classroom Teachers:

- Reassure the pupil. In many cases the member of staff may be able to deal effectively with the incident on the spot
- Pass the information on to Pupil Care & Support

Pupil Care & Support *(information from pupil, staff or parent)*

- Obtain details of the bullying behaviour being displayed
- Discuss with the young person experiencing the bullying behaviour options on how to proceed and ensure they are fully involved in the decision being made to ensure they feel safe
- Obtain further details from other young people who may have seen/heard the bullying behaviour Speak to the person displaying the bullying behaviour
- On the basis of the above establish what has occurred
- Communicate with the parent of the young person experiencing the bullying behaviour

- Deal appropriately with the young person displaying bullying behaviour. In the first instance, in accordance with Local Authority guidelines, this is likely to be a restorative approach.
- Communicate with parent of the young person displaying the bullying behaviour as appropriate
- Offer appropriate support to the young person experiencing the bullying behaviour
- Offer appropriate guidance/counselling to the young person displaying the bullying behaviour to bring about a change in behaviour
- Where disciplinary action is deemed appropriate, discuss with HouseHead
- Record the incident within the Bullying and Equalities application on Seemis Click and Go

House Head:

- Discuss the matter with Pupil Care & Support
- Decide on action to be taken
- Ensure the appropriate procedures, as described above, are followed
- Where it is deemed appropriate, take disciplinary actions
- Record the incident within the Bullying and Equalities application on Seemis Click and Go Communicate with all parties involved

If no resolution can be achieved, interventions / support may be sought from Educational Psychology, School Counsellor, Police, Health or Social Work colleagues.

ANTI-BULLYING POLICY

Who is this for?

All pupils in Brechin High School must follow the anti-bullying policy and should know what it is. This is the pupil-friendly version, it has been changed to be easy to read, and to only have the important information. The full version can be found on the school website.

What is Bullying?

Bullying is hurtful or unkind behaviour. Bullying is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face-to-face and online. The nature of bullying can be:

- Physical - such as being hit, tripped, pushed or kicked, physically intimidating someone, or using inappropriate physical contact towards someone.
- Verbal - such as name calling, spreading rumours, using derogatory language or threatening someone.
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- Cyber/Online - such as sending, forwarding or sharing abusive messages, pictures or images on social media, online gaming platforms or phone
- Attacking property - such as damaging, stealing or hiding someone's possessions.

What should you do?

- Follow our school values and treat other pupils with respect.
- Challenge people who are bullying others, where you feel you can.
- Speak to friends, family or a trusted adult about any bullying you are worried about.
- Report bullying to any teacher, when you see it happen.

What happens next?

When bullying is reported, the Pupil Care & Support Teacher of the person affected is contacted. They will then go through some steps to take action, depending on how serious the bullying is, this may change. Parents of both the person affected and the person who is bullying will be contacted, as well as a deputy head teacher. All bullying that is reported to a teacher or member of staff will be recorded on the school system.

THE UN CONVENTION ON THE RIGHTS OF THE CHILD (UNCRC)

"At Brechin High School we treat everyone with respect - bullying of any kind is unacceptable. Our school is a place where everyone should feel safe, happy and included."