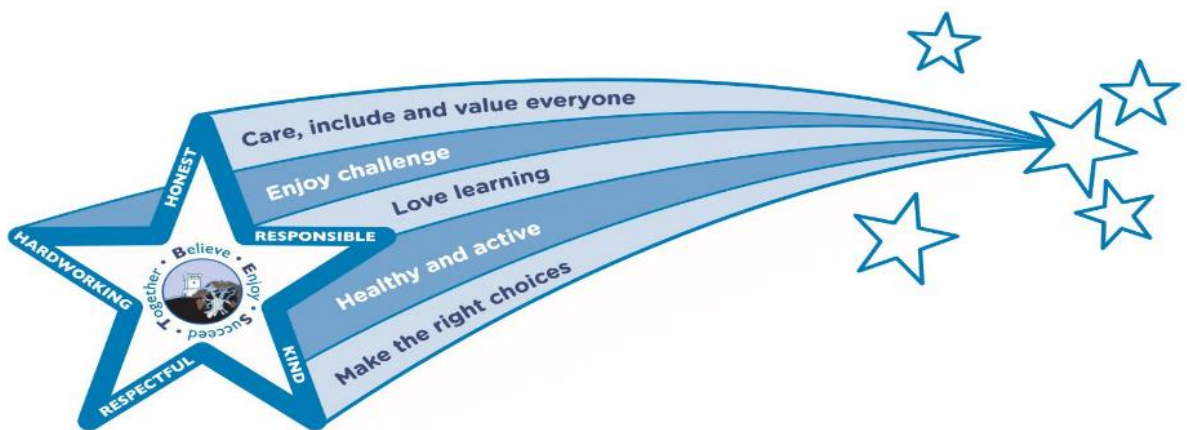


Whitehills Primary School



Anti-Bullying Policy



January 2023

“Bullying is both behaviour and impact; the impact is on a person’s capacity to feel in control of themselves. This is what we term as their sense of ‘agency’. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face-to-face and online.”

Respect for All, 2017

RATIONALE

The ability to learn is crucial in the ever changing world of life and work. Schools and Early Learning and Child Care settings, in partnership with the wider community, have a key role in developing successful learners, confident individuals, effective contributors and responsible citizens, by providing the highest quality of learning and teaching experiences.

Article 19 of the UN convention on the Rights of the Child states that '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'.

The Equality Act 2010 provides protection from discrimination, harassment and victimisation based on a range of protected characteristics. Any bullying related to these characteristics is unacceptable. The protected characteristics defined in the Act are:

- Disability
- Age
- Gender Reassignment
- Pregnancy and Maternity
- Marriage and Civil Partnership
- Race
- Sex
- Religion or Belief
- Sexual Orientation

The purpose, therefore, in supporting, promoting and maintaining an anti-bullying policy is to ensure that:

- Every child and young person in Scotland will grow up free from bullying and will develop respectful, responsible and confident relationships with other children, young people and adults.
- Children and young people and their parents/carers will have the skills and resilience to prevent and/or respond to bullying appropriately.
- Every child and young person who requires help will know who can help them and what support is available.
- Adults working with children and young people will follow a consistent and coherent approach in dealing with and preventing bullying from Early Learning and Childcare onwards.

In doing so, at Whitehills School and Nursery we:

- Recognise that all forms of bullying behaviour are unacceptable
- Will ensure that there is a common understanding of what bullying is and where it takes place
- Equip young people with the necessary skills to respond to the behaviour and impact of bullying within school and the wider community
- Will support those who have been affected by bullying and those who have displayed bullying behaviours
- Recognise the impact on learning and health and wellbeing that social media and online bullying can have on children and young people
- Are committed to providing a safe and secure environment for all children and young people to participate without the fear of bullying
- Are committed to ensuring we foster positive, supportive relationships that protect and promote the social, emotional, mental and physical wellbeing of children and young people in our care
- Recognise that a positive school ethos is essential to the creation of an anti-bullying culture
- Will fulfil our public sector equality duty

At Whitehills we place the values of respect and kindness at the heart of our ethos which helps to prevent bullying by creating an environment which fosters positive relationships, better behaviour and high expectations for all children and young people.

We understand that bullying behaviour impacts on children's and young people's health and wellbeing and can affect their levels of participation, attainment and inclusion in school life. We believe children should be safe, healthy, achieving, nurtured, active, respected, responsible and included at school and in the wider community.

ROLES AND RESPONSIBILITIES

At Whitehills we will:

- Maintain our anti-bullying policy and ensure that it is reviewed every three years
- Respond to all observed and reported allegations and complaints in relation to bullying within five working days of notification
- Take account of bullying behaviour presented by advances in technological communication such as Twitter, Facebook, Instagram, Snapchat etc.
- Ensure all members of the school community are aware of the anti-bullying policy and procedures
- Identify a senior member of staff who has responsibility for co-ordinating anti-bullying practice and procedures. At Whitehills this is Viv Donnachie.
- Record and report bullying behaviour allegations. This will be logged using our Whitehills Report Log and for significant incidents this will be logged through SEEMIS.
- 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. Opportunities should be sought to promote and celebrate diversity.
- Undertake appropriate relevant continuous professional learning

All staff will:

- 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
- Listen and take children and young people seriously
- Engage with parents/carers
- Share concerns appropriately with their line manager and seek support where appropriate
- Take action to promote equality and diversity and children's rights
- Treat people with respect
- Understand and action Whitehills anti-bullying policy and procedures in line with Angus Council Policy
- Act in accordance with relevant professional standards and codes of conduct

Parents/carers are requested to:

- Be aware of our Whitehills anti-bullying policy and procedures
- Work collaboratively to help ensure bullying cannot thrive
- Share concerns about their child as early as possible with appropriate teacher or SLT Member through Dojo messenger or by phoning the school
- Treat people with respect (children and staff)
- Promote positive respectful relationships
- Listen and take children seriously

Children and young people are encouraged to:

- Treat people with respect and not engage in bullying behaviour
- Be aware of Whitehills anti-bullying policy and procedures in school
- Challenge bullying behaviour, where safe and appropriate e.g. through using our playground script
- Share concerns with peers/trusted adults
- Work collaboratively to help ensure bullying cannot thrive

RECOGNISING BULLYING BEHAVIOUR

Bullying behaviours can include:

- Being called names, teased, put down or threatened (face to face and/or online)
- Being hit, tripped up, pushed or kicked
- Having your belongings taken or damaged
- Being ignored, isolated, leaving out others and spreading rumours (face to face and/or online)
- Being sent abusive messages, pictures or images on social media, online gaming platforms or by phone
- Being targeted because of who you are or who you are perceived to be (face to face and/or online)
- Being bullied because of actual or perceived identity
- Online bullying which is pervasive, viral and does not occur in a fixed place. It commonly exists in forms such as humiliating photos, unflattering images, secretive groups and behaviour which isolates or embarrasses others.
- Prejudice based bullying behaviour which is motivated by prejudice or is perceived to be motivated by prejudice and is most commonly associated with discriminatory language or behaviour
- Prejudice based bullying (Appendix 1) which can be based on characteristics unique to a child or young person's identity or circumstances, including, but not restricted to:
 - Body image
 - Disability or additional support needs
 - Gender and sexism
 - Religion and belief
 - Low income families
 - Care experienced children and young people
 - Young carers
 - Race

All prejudice based bullying is unacceptable and incidents require to be appropriately recorded. Bullying is a breach of children's rights and it is every child's right not to be bullied

LANGUAGE TO BE USED

In order to support all children and young people experiencing, displaying or involved in bullying behaviour labels such as 'victim' and 'bully' should be avoided.

The language that should be used is:

'the person on the receiving end of bullying behaviour' and 'the person displaying bullying behaviour'.

This is in accordance with Respectme, Scotland's Anti-Bullying Service.

BULLYING BEHAVIOUR – PREVENTION & INTERVENTION

At Whitehills we believe that bullying is never acceptable and that all adults and children understand the role that they play in addressing bullying. We strongly promote our whole-school policy, to help make this widely understood by all members of the school community and evident in the school ethos.

Prevention

- Anti-bullying is seen as the responsibility of all staff. Staff model positive and respectful relationships and promote a culture where bullying behaviour is unacceptable.
- Training and guidance is provided to ensure everyone understands their roles and responsibilities in relation to anti-bullying
- Staff ensure safety and supervision in areas where children and young people congregate such as the playground, corridors and social areas
- We plan pro-active strategies e.g. anti-bullying weeks/days, assemblies, posters to be displayed
- We follow our relationships policy to build, maintain, and repair relationships within the school community.
- We discuss anti-bullying (including what bullying is and what the impact is), where appropriate, through the curriculum
- We promote Rights Respecting Schools within our school

Intervention

No matter how effective prevention strategies are, there are times when incidents will occur and staff should feel confident about how to resolve bullying behaviour.

Whenever children feel bullied, victimised, distressed or 'got at' by others, intervention procedures should be instigated promptly. In determining if bullying has taken place and the action that needs to be taken, the main issue to be taken into consideration is how the bullying behaviour has made that child or young person feel.

The most effective way to structure a response to bullying is to ask these questions:

- What was the behaviour?
- What impact did it have?
- What does the child want to happen?
- What do I need to do about it?
- What attitudes, prejudice or other behaviours have influenced the behaviour?

RECORDING AND MONITORING OF BULLYING INCIDENTS

Any incidents that are observed or reported, along with actions taken, will be recorded using our Whitehills Report Log. If this is deemed significant this will be logged through SEEMIS.

Recording and monitoring of bullying incidents is essential and can provide valuable information in order to guide improvements in policy and practice and inform anti-bullying interventions.

Please see our Whitehills Anti-bullying Report Log below.

Whitehills Primary School Anti-bullying Report Log

Alleged Incident

Name of person/s experiencing behaviour						
Name of person/s displaying behaviour						
Date/s						
Nature of Incident (highlight)	Name calling, teased, put down, threatened	Hit, tripped, pushed or kicked	Belongings taken or damaged	Being ignored		
	Spreading rumours	Abusive messages online/phone/gaming/social media	Targetted because of who they are perceived to be	Racism or Racist Incident		
	Gender based violence	Other – please specify				
Details of Incident						
Actions to be taken						
Conclusion (highlight)	Does the child feel their concerns were listened to?		Does the child feel satisfied with the outcome?			
	YES	NO	N/A	YES	NO	N/A
	Is the Parent/Carer satisfied with the outcome?		Has restorative action taken place?			
	YES	NO	N/A	YES	NO	N/A
Other Information:						

Name:

Date:

Added to Seemis: YES NO

Added to LPN: YES NO