



Auchinleck Academy

Anti-Bullying Behaviour Policy

Updated May 2018



1. VISION

Auchinleck Academy is committed to ensuring that all young people are educated in a safe and inclusive environment, free from bullying. This policy is designed to ensure that all adults who play a role in the lives of young people are equipped to prevent and respond effectively to incidents of bullying behaviour. Auchinleck Academy has achieved the Silver Rights Respecting Schools Award. This confirms that Auchinleck Academy is a safe & inspiring place to learn, where children's rights are respected, their talents are nurtured & they are able to thrive.

2. STATEMENT OF INTENT

The ethos of our school is built on five core values of **achievement, respect, responsibility, teamwork and equality**. We believe that all young people, staff and parents/carers have the right to be protected from abusive and bullying behaviours. This allows young people to learn effectively and achieve their full potential.

Achievement

Article 28: All children have the right to an education. Young people should be encouraged to reach the highest level of education of which they are capable.

Members of staff will ensure that young people are taught in a safe and inclusive environment where bullying behaviour is not tolerated. This will ensure effective learning for all.

Respect

Article 12: Respect for the views of the child. Children have the right to say what happens to them and have their opinions taken into account.

All members of the school community will treat each other with respect. Auchinleck Academy is opposed to any form of bullying based on the following protected characteristics:

- Age
- Race
- Religion or belief
- Gender
- Pregnancy and maternity
- Sexual orientation
- Gender reassignment
- Disability

Responsibility

Article 3: Best interests of the child. All adults should do what is best for children and think about how these decisions will affect children.

All staff have a responsibility to provide a safe and inclusive ethos where all forms of bullying are challenged and action taken.

All young people have a responsibility to ensure they model positive behaviour and do not engage in bullying behaviour.

Teamwork

Article 4: Protection of rights. Governments, social services, legal, health, educational services and parents have a responsibility to take all available measures to make sure children's rights are respected, protected and fulfilled.

All members of the school community will work together to ensure Auchinleck Academy is a safe learning environment where bullying is not tolerated.

Parents and the school will work together to support young people. All staff, pupils and parents/carers are expected to report all instances of bullying.

Equality

Article 2: Non-discrimination. No child should be treated unfairly on any basis.

Staff will ensure that all young people are valued and treated equally. All pupils will, in turn treat others fairly and equally and support each other.

Staff will consistently challenge bullying behaviour and follow standard reporting procedures.

If any young person has been subject to bullying behaviour, he/she should have the confidence to report it and know that the incident will be dealt with promptly and effectively. This means that *anyone* who is aware of an incident of bullying behaviour or is experiencing bullying behaviour should report it to an appropriate member of staff.

3. AIMS AND PURPOSES OF THE POLICY

Aims:

- to prevent bullying behaviour in Auchinleck Academy;
- to support our young people and their parents and carers who are affected by bullying behaviour;
- to provide a secure, safe and positive environment where our young people feel able to discuss their problems;
- to build the capacity, resilience and skills in our young people, parents and carers, to prevent, and deal with, bullying behaviour;
- to ensure provision of information, training and support to those working with young people

Purposes:

Bullying of any kind is unacceptable and will not be tolerated in Auchinleck Academy. At our school the safety, welfare and wellbeing of all students and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students 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.

Related Policies

- Positive behaviour policy
- Respect policy
- Equality statement

4. WHAT IS BULLYING BEHAVIOUR?

Bullying is hurtful or unkind behaviour which is deliberate and can be repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where these individuals hold more power than those being bullied. It is behaviour that leaves people feeling helpless, frightened, anxious, depressed, demeaned. Actions can affect people in different ways and this should be taken into consideration.

Bullying behaviour can be:

- a one-off incident or systematic and ongoing
- intentional or unintentional: irritating, 'not meant to hurt'
- distressing and hurtful to the recipient - rather than good-natured fun
- usually one way - rather than an exchange

The nature of bullying can be:

- **Emotional** Mental: pressuring another to conform
 Material: stealing, damaging or hiding another's possessions
 Social: deliberately excluding or ignoring people
- **Physical** Pushing, kicking, hitting, punching or using inappropriate, unwanted physical contact towards someone
- **Verbal** Name-calling, making threats, spreading rumours, teasing, using derogatory or offensive language
- **Cyber** All areas of internet, such as email, text or social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- Age
- Race (racist bullying)
- Religion or belief
- Culture
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Looked After Children or other vulnerable groups
- Disability
- Appearance/body image
- Health condition

No form of bullying will be tolerated and all incidents will be taken seriously.

5. REPORTING BULLYING

Young people who are being bullied: If a young person is being bullied they are encouraged not to retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school.

- Report to a teacher - such as your PLP tutor, class teacher, Guidance Teacher, Depute Head teacher or the Head Teacher
- Report to a buddy/mentor/prefect - you can report bullying to a S6 mentor in your PLP class, a prefect, house/vice house captain or school/vice school captain
- Report to other school staff - such as the school nurse, youth worker, educational psychologist, social worker
- Report bullying by:
 - ❖ Phoning the school
 - ❖ E-mailing the school
 - ❖ Via the school website
 - ❖ Via the box outside the guidance offices
 - ❖ In your PLP

Reporting roles and responsibilities:

STAFF: All school staff, both teaching and non-teaching (for example office staff, janitors, classroom assistants, librarians, dinner ladies) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the pupil support team. This can be done through the SEEMIS referral system. Incidents in and outside of classes should be reported.

SENIOR LEADERSHIP TEAM: The Senior Leadership Team and the Head Teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people. The senior leadership team work closely with the pupil support team to ensure a consistent approach to incidents of bullying.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or contacting their child's Guidance Teacher.

STUDENTS: Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If students witness bullying they should support the young person, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult. A number of senior pupils have been trained in the Mentors in Violence Protection Programme. This is an approach to gender violence and bullying prevention and encourages pupils to speak out against all forms of bullying.

6. RESPONDING TO BULLYING

When bullying has been reported, the following actions may be taken:

- Staff will record the bullying incident centrally on the school's SEEMIS system.
 - Guidance staff will monitor bullying incidents to identify patterns, targeted individuals and repeat offenders.
 - Support will be offered to those who are the target of bullying from their Guidance Teacher in school, from a S6 mentor/buddy or through the use of restorative conversations with the perpetrator.
 - Staff will pro-actively respond to young people displaying bullying behaviour, who may require support from a trusted adult or through the use of restorative conversations with those involved.
 - Staff will assess whether parents and carers need to be involved.
 - Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly where actions take place outside of school.
 - In the most serious cases exclusion will be considered.
 - Parents/carers will be given advice/support to encourage the positive behaviour of their children - meetings, information leaflets, advice.
- If a member of staff feels that they are on the receiving end of bullying behaviour from a child or young person, it should be reported to a person the staff member feels is the most appropriate - line manager, Senior Management Leadership team, Head Teacher or union.

7. BULLYING OUTSIDE OF SCHOOL

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, on the school bus, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on students' wellbeing beyond the school day. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

8. DEROGATORY LANGUAGE

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on SEEMIS and follow up actions and sanctions, if appropriate, will be taken for students and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using the school's referral system.

9. PREJUDICE-BASED INCIDENTS

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

10. IMPACT OF BULLYING BEHAVIOUR

On the young person

Being the target of bullying behaviour can be a very traumatic event in a young person's life. It impacts on their physical, mental, social and emotional wellbeing. The effects of bullying can be short term and in some cases can last much longer into adulthood. Effects can be:

- Anxiety
- Not wanting to come to school or avoiding school
- Low self esteem
- Self-harm
- Depression
- Withdrawing from friends and/or social events
- Suicidal thoughts
- Eating disorders
- Bullying others
- Being very emotional
- Not achieving as well at school
- Fighting/being violent
- Mood swings
- Suicide

Impact on families

- Anxiety
- Stress
- Guilt
- Strained relationships
- Helplessness
- Bullying of siblings

Impact on school

- Relationship difficulties
- Poor attendance including truancy
- Lack of motivation or aspirations
- Negative effect on achievement
- Behaviour issues
- Poor concentration

Impact on the community

- Online comments and abuse
- Fractured friendship groups
- Aggression and violence
- Damage to property
- Pressure on support services
- Anxiety amongst community members
- Anti-social behaviour

11. SCHOOL INITIATIVES TO PREVENT AND TACKLE BULLYING

A culture that encourages achievement, equality, teamwork, responsibility and respect promotes positive relationships. This will make it all the more difficult for bullying behaviour to flourish or be tolerated.

At Auchinleck Academy our ongoing and long-term aim is to reduce bullying behaviour generally by the following means:

- The five core values are well established which creates a positive ethos within Auchinleck Academy
- A student-friendly anti-bullying policy ensures all students understand and uphold the anti-bullying policy
- Raising the awareness of bullying behaviour by displaying posters and leaflets in classrooms and corridors.
- Every year the PSE programme includes opportunities for students to understand different types of bullying and what they can do to respond and prevent it
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, and LGBT History Month, Health and Wellbeing roadshows.
- Year group and house assemblies to promote positive behaviour and raise awareness of bullying behaviour and derogatory language.
- School staff monitor the playground, corridors and dining hall before school and during interval and lunchtime
- Stereotypes are challenged by by staff and students across the school.
- Restorative justice and peer mediation programmes provide support to targets of bullying and those who show bullying behaviour
- Students are continually involved in developing school-wide anti-bullying initiatives through consultation with groups such as the pupil council
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate
- Ensuring that individual incidences of bullying behaviour are dealt with consistently and in a constructive and fair manner when they occur
- Ensuring that all are aware of the procedures involved - accessing policy statements; information for children and young people; parent/carer information leaflet (appendix 1)
- Have built-in monitoring and evaluation mechanisms to ensure that it is being consistently applied
- The rights respecting school agenda is well established and ensures that all pupils are not discriminated against because of their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

12. LGBT BULLYING

Bullying incidents towards lesbian, gay, bisexual or transgender young people are not separate from this document and the same procedure for reporting and responding should be put in place. In addition to this, it is important to specify how homophobic, biphobic and transphobic bullying will be addressed.

Where pupils are using homophobic language, particularly the use of the word 'gay' in a negative context or transphobic language, staff are expected to challenge them and report the incident via

the appropriate reporting procedures. The young people involved will be spoken to and further sanctions put in place as appropriate.

If staff feel there is a young person being victimised because of being LGBT, or assumed to be LGBT or family members that are LGBT, this should be reported to the pupil support team or depute head teacher. The young people involved will be spoken to and further sanctions put in place as appropriate. If this is deemed as a hate crime, the campus police officer will be informed. Students and their families affected by bullying behaviour will be offered support from the school or other agencies.

Staff are expected to treat pupils' sexual orientation as confidential. Staff cannot 'out' a young person and should ensure this is not done inadvertently. Staff are expected to observe a young person's wishes regarding sexuality and gender, for example a name or pronoun change.

EXAMPLE

Incident:

Gemma is a S5 pupil who is considering beginning the transition process. She has cut her hair very short, is wearing 'male' clothes, has asked teachers to refer to her gender as 'he' and wishes to be known as Greg. In corridors, Gemma has been experiencing verbal abuse in the dinner hall such as 'are you a boy or a girl?' and 'do you wear boxer shorts?'. The teacher on dinner hall duty has noticed this, she is angry and upset because she feels she is being punished for who she is.

Procedure:

Teacher will report the incident to the young person's guidance teacher. The teacher will create a referral on SEEMIS to ensure this behaviour is recorded. The guidance teacher will speak to the young person and ascertain details of incidents and pupils involved. Any witnesses will be interviewed, as well as the young person/people accused of bullying behaviour. Parents of both parties will be contacted if appropriate, restorative conversations taken place and support put in place. Police will be contacted if it is felt appropriate. Staff will monitor the situation to prevent further incidents.

13. SUPPORT

A variety of strategies will be employed at Auchinleck Academy to minimise the occurrence of bullying behaviour, and to provide support for anyone who has been affected by bullying:

- Positive behaviour change by any pupil displaying bullying behaviour will be encouraged through regular counselling and support and the use of restorative practice approaches.
- Children and young people will be supported to develop strategies in relation to self-esteem and confidence building through the PSE programme and regular one to one pastoral interviews with Guidance Staff.
- Where possible, the parties involved will be reconciled.
- A buddy system will be operated and S6 pupils will mentor pupils in S1 PLP classes
- The topic of bullying will form part of the Personal and Social Education programme S1-4.
- A safe area will be offered to pupils who are concerned about bullying at intervals and lunchtimes in the Learning Support Base, the lunch club or by arrangement with Guidance staff.
- There will be a focus on respect for others and friendships as part of the Nurture programme.
- Questionnaires will be issued on a regular basis to sample pupil experience of bullying in school.
- Auchinleck Academy's Anti- Bullying code will be displayed in all classes and in corridors.

- After any incident / incidents have been investigated and dealt with, each case will be monitored by an appropriate member of staff to ensure that bullying behaviour does not continue.
- Anger management help and counselling work will be offered to pupils who require this support.
- There will be a focus on citizenship, respect and tolerance at regular House assemblies, and as part of the daily Personal Learning Programme for all year groups.
- House comment boxes will be available outside Guidance and SLT offices so that pupils can post any concerns they may have anonymously.
- Contact details and websites containing information and help for those affected by bullying will be displayed around the Guidance and SMT offices (appendix 3)

14. CONCLUSION

Bullying behaviour is never acceptable. It is not a normal part of growing up. It does not build character. Trust, acceptance, consistency and safety build character.

Staff, young people and parents/carers will be expected to:

- Demonstrate positive behaviour
- Role model 'respect' effectively
- Listen and respond appropriately
- Report bullying
- Uphold Auchinleck Academy's values

Every young person in Auchinleck Academy should experience an education free from bullying behaviour.

Respect is one of Auchinleck Academy's core values and we ensure that all pupils feel respected and included in school.

Auchinleck Academy has achieved Silver Rights Respecting School status. Article 2 of the United Nations Convention on the Rights of the Child states that children should be treated fairly and not discriminated against in any way.

The Aims

Auchinleck Academy is committed to creating an environment that:

- Considers bullying behaviour unacceptable
- Listens to the views of the young people
- Supports those that have displayed and experienced bullying behaviour
- Establishes clear procedures for dealing with bullying behaviour
- Takes all incidents of bullying behaviour seriously
- Upholds our school values of achievement, respect, responsibility, teamwork and equality

What is bullying behaviour?

Bullying is hurtful or unkind behaviour which is deliberate and can be repeated. It can be carried out by an individual or a group of people towards another individual or group, where these individuals hold more power than those being bullied. It is behaviour that leaves people feeling helpless, frightened, anxious, depressed, demeaned.

Bullying behaviour can take several forms:

- Emotional-e.g. excluding, ignoring
- Physical-e.g. pushing, kicking
- Verbal-e.g. name calling, teasing
- Cyber-e.g. text messaging, social media misuse

Bullying can be:

- Homophobic-e.g. taunts about sexuality
- Racist-e.g. racial taunts, graffiti
- Gender-e.g. sexist bullying
- Appearance-e.g. teasing
- Disability-e.g. name calling
- Gender identity-e.g. transphobic bullying

Why is it important to respond to bullying behaviour?

- Bullying behaviour is never acceptable
- It is not a normal part of growing up
- No one deserves to be at the receiving end of bullying behaviour
- All involved require support

Reporting bullying

If a young person is being bullied they are encouraged not to retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school.

Who can help you?

All staff will take reports of bullying behaviour seriously. You can approach any of the following people:

- Class teacher
- Guidance teacher
- Depute Head Teacher
- Head Teacher
- Youth workers
- School nurse
- Support staff (classroom assistant, janitor, librarian etc.)
- Campus police officer

How are we trying to prevent bullying behaviour in Auchinleck Academy?

- Focus on anti-bullying during assemblies, PSE programme, whole school events
- Monitoring of playground, corridors during interval and lunchtime and before school starts
- Restorative approaches are embedded in our practice to support young people who have experience or displayed bullying behaviour

Organisations that can help

Respectme:

www.respectme.org.uk

Childline:

www.childline.org.uk

0800 1111

KIDSCAPE:

www.kidscape.org.uk

Bullying online:

www.bullying.co.uk

LGBT Youth Scotland:

www.lgbtyouth.org.uk

There is also support for young people and parents on the school website, under the 'HWB for Pupils and Parents' section.

The school's anti-bullying policy is available on the school website:

<https://blogs.glowscotland.org.uk/ea/AuchinleckAcademy/>

Or, by contacting the school on 01290 420617



Auchinleck Academy



Anti-Bullying Information for Young People and Parents



