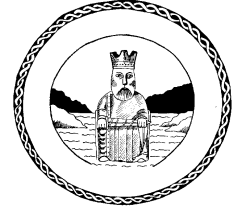


Anti-bullying Policy (Draft)

Sgoil Ùige

January 2025



(i) Rationale

Sgoil Ùige's Anti-Bullying Policy has been refreshed using the guidelines set out in 'Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People', 2024. This national guidance states the national agreed definition of bullying as follows:

"Bullying is face-to-face and/or online behaviour which impacts on a person's sense of physical and emotional safety, their capacity to feel in control of their life and their ability to respond effectively to the situation they are in."

The behaviour does not need to be repeated, or intended to cause harm, for it to have an impact. Bullying behaviour can be physical, emotional or verbal and can cause people to feel hurt, threatened, frightened and left out." [Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People](#)

Bullying is a violation of children's rights and is incompatible with the UN Convention on the Rights of the Child, now enacted in Scots law. Bullying will not be tolerated in Sgoil Ùige in accordance with Article 19: 'Protection from violence, abuse and neglect', and Article 29 (goals of education): 'Education must develop every child's personality, talents and abilities 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 environment'. This includes any forms of prejudice and discrimination related to characteristics such as socio-economic or appearance-related bullying, as well as any forms of bullying linked to the protected characteristics as set out in the Equality Act, 2010 which are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Sgoil Ùige also adopts the [CNES-Anti-Bullying-Policy.pdf](#) fully for implementation within the school, supplemented by the 'Additional Local Issues' noted below.

(ii) Implementation of Policy

(a) Guidance for dealing with instances of perceived bullying

Staff will follow the following guidance when dealing with any instances of perceived bullying:

- All instances of perceived bullying will be taken seriously, reported to the Head Teacher, and fully investigated and recorded by the school using the SEEMiS Bullying and Equalities App.
- All investigations will be handled sensitively and with respect to all parties involved.
- Once investigations are complete, the record will be updated to include whether or not the allegations of bullying were 'founded' or 'unfounded'. This is to identify and behaviour patterns or misconceptions around the definition of bullying that may need addressing.

- Parents will be informed of any incidences where their child has been involved in bullying, either as someone who is, or has, experienced bullying or as someone who has displayed bullying behaviours, and will be kept informed of the outcome of any investigation.
- The resulting action(s) of any bullying investigations will depend on the outcome of co-operative dialogue between parties involved. Further procedure may be required to be implemented. All children and young people will be involved in the process of restorative practice/resolution with the expectations of providing positive behaviour outcomes. All responses to alleged bullying incidents should be child-centred and reviewed individually, rooted firmly in the values of rights, fairness, respect, equality and inclusion.

(b) Guidance for recording instances of perceived bullying

It is important that a thorough picture of the bullying incident be recorded. When recording potential bullying incidents, the following information must be included:

- the children and young people involved, as well as staff/volunteers or any other adults who witnessed the incident or were involved in the initial response;
- where and when bullying has taken place;
- the type of bullying experienced, e.g. name-calling, rumours, threats;
- any prejudice-based attitudes or behaviour presenting;
- details of any protected characteristic(s);
- consideration of personal or additional support needs and wellbeing concerns;
- the outcome, including if the issue was resolved, not resolved or unfounded;
- the impact of the incident, including consideration of personal or additional support needs and wellbeing concerns; and
- actions taken including resolution at an individual or organisational level

(c) Supporting those involved in instances of bullying

When supporting a young person who is experiencing bullying, it is crucial to listen to them, take them seriously, understand the impact the behaviour is having on them, and reassure them that the bullying taking place is not their fault. Children and young people need adult help to maintain perspective when they are feeling bullied to reduce the mental impact on them. Getting it right for every child (GIRFEC) and the [National Practice Model](#), including the wellbeing assessment, should guide the support offered.

Support can include:

- Active listening/counselling/talking;
- Reporting bullying;
- Peer support;
- Developing a wellbeing plan

Children and young people who exhibit bullying behaviour need adult support to understand the underlying thoughts and feelings driving their actions, and to develop healthier responses and relationships. It is crucial to help them recognise the harm their behaviour causes, repair relationships when possible and desired, and challenge prejudicial attitudes through education and building empathy.

Support can include:

- Active listening;
- Education;
- Parental involvement;
- Restorative actions;
- Developing a wellbeing plan;

For full guidance on providing support to those involved in instances of bullying, staff should refer to [Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People](#)

(d) Pupil Involvement

The children of Sgoil Ùige have created the following protocol for everyone to follow when dealing with instances of bullying:

Dh' aontaich sinn uile gu bheil burraidheachd a ciallachadh nuair a thèid ar gortachadh (gu corpora no nar n-intinn) no dh' fhàgas sinn air ar fàgail as, tùrsach no mi-sàbhailte.

We have agreed that bullying means when someone hurts you (physically or emotionally) or leaves you feeling sad, excluded or unsafe.

ANA-BHURRAIDHEACHD
ANTI-BULLYING



Can riutha STAD!
Tell them to STOP!

Cleachd na Sgilean
Co-dhùnadh &
coisich air falbh.
Use the Decider Skills
and walk away.



Ma tha cuideigin a'
burraidheachd, innis dha
inbheach neo cuir not
dhan a Bhucas Beachdan.
If someone is bullying, tell
an adult or write a note in
the Drop Box.

Bu chòir dha inbhich faighinn a-
mach dè thachair, bruidhinn ris
a h-uile duine & sgrìobh sios e.
Adults should investigate what
happened, speak to everyone
involved and record it.



(iii) Additional Local Issues

(a) Education & Prevention

'Wellbeing' and 'Respect' are two of the values of Sgoil Ùige. All adults within the school are committed to modelling respectful behaviours at all times and mutual respect is encouraged for all members of the Sgoil Ùige community. The children of Sgoil Ùige have created a 'Ways to Wellbeing' policy which sets out all the ways that Sgoil Ùige supports and develops the wellbeing of our young people. This includes: promoting positive relationships in line with Comhairle nan Eilean Siar's Positive Relationships Policy; learning about Children's Rights, the Wellbeing Indicators and ways to support self-regulation through The Decider Skills; and ensuring that equality and equity are central to children's experiences within the school.

Sgoil Ùige will ensure there is a regular programme of work carried out with all pupils on positive behaviour and bullying behaviour in order to:

- Understand what bullying is and what bullying is not, including online bullying.
- Understand the potential impact of bullying
- Know how to respond to suspected bullying
- Develop resilience in dealing with challenging circumstances

(b) Incidents on Buses

- Incidents of bullying whilst traveling to or from school will be treated as if the incident has taken place within school.
- Individual bus drivers are responsible for ensuring safe and respectful behaviour on the bus and pupils must adhere to rules set out by the bus driver.
- Bus drivers witnessing concerning or bullying-type behaviour will report the matter to the school, which will then deal with the issue as outlined above (Implementation of Policy).

(c) Children Reporting Bullying Behaviour

In order to make the reporting of suspected bullying behaviour as non-threatening as possible, Sgoil Ùige has a 'Bucas Beachdan' (drop box) for pupils to leave their concerns. This can be done anonymously; however, pupils are aware that staff may then need to speak to any pupils named in order to carry out an investigation.

(iv) Review & Training

Uig School's Anti-bullying Policy will be reviewed by the school community by January 2028 as a minimum and earlier should there be any changes to local and/or national guidance or any local circumstances that would warrant a review to the policy.

All new staff will be signposted to the Anti-Bullying policy as well as all relevant policies such as the 'Ways to Wellbeing' policy and the CNES Promoting Positive Relationships Policy. These policies will also be available on our school website and by request via the school office.