

# THE WAID ACADEMY



## ANTI-BULLYING INFORMATION FOR PARENTS

# ANTI-BULLYING

We want your child to grow up as a confident and successful person and we want everyone to have a safe and secure environment for learning.



We think it is important that learners, teachers and parents are aware of the problems which can be caused by bullying behaviour and how such behaviour can damage a person, mentally and physically.



In our community, we all need to work to the best of our ability to prevent bullying behaviour and provide the right help, both for those displaying bullying behaviour and those experiencing bullying behaviour.

## What is bullying behaviour?

- Bullying behaviour may be deliberate but might not be.
- Bullying behaviour can be displayed by an individual or by a group
- Bullying behaviour causes upset, hurts, harms or injures another, and has an impact on their quality of life.
- Bullying behaviour can be verbal, physical and social behaviour
- Bullying behaviour may involve the use of technology, such as mobile phones or computers.
- Sometimes there is a power difference between those who bully and those who are bullied
- Bullying behaviour leads to hurt, fear and anxiety, and is often the result of a difference. The difference may be a real one or a perceived one.

# Is all conflict bullying?

Sometimes behaviour is described as bullying behaviour when it is the normal conflict which happens in relationships. It is important to understand the difference between bullying behaviour and conflict and to discuss this with your child.

The difference between bullying behaviour and conflict is that conflict is;

- usually short term
- minor
- common
- not something to get worked up about as it will fix itself in most cases

and bullying behaviour is:

- a serious issue
- long term
- affects the quality of life of the person being bullied
- can cause long term mental health issues
- can seriously knock someone's confidence
- can be physical, verbal, cyber or indirect



Not something to joke about!

## YEAR HEADS

S1/S2/S6- Mrs Smart

S3/S4/S5- Mrs Fergusson

## PUPIL SUPPORT TEACHER

St Adrian- Mrs Henderson

St Andrew- Mr McGuigan

St David- Mr Corstorphine

We also  
keep in

need to  
mind that

unresolved conflict can lead to bullying behaviour, so we all need to work hard to reduce and resolve conflict whenever it occurs. If conflict is proving hard to fix, you should contact your child's Support Teacher to talk the matter over.

# **Bullying behaviour can be linked to prejudice**

The Equality Act( 2010) highlights that some people experience bullying behaviour because of prejudice. We need to be aware that some people in our school community may experience bullying behaviour because of:



## **What is prejudice?**

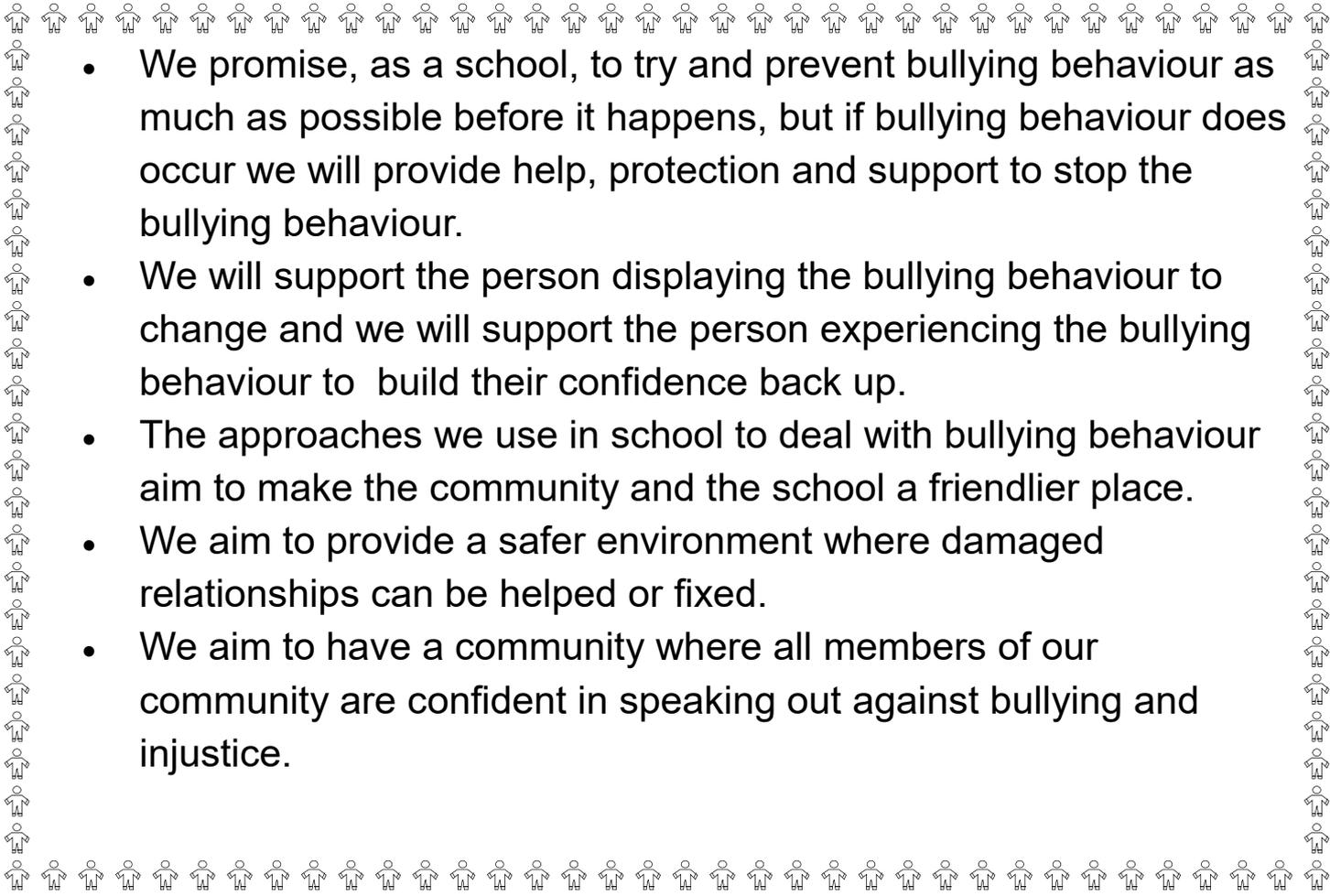
Prejudice is a baseless and negative attitude towards members of a group. This can lead to discrimination against members of the group

- disability
- gender or sexuality (including if someone has had gender reassignment)
- if the parents of the child are of the same sex
- pregnancy or maternity
- race
- religion or beliefs

We also recognise that young people in certain circumstances can be more vulnerable to experiencing bullying behaviour because, for example, they are:

- in care
- have body anxiety (not being happy with their appearance)
- come from a family that doesn't have much money
- a young carer
- a refugee
- from a family where their parents, siblings or relatives are or have been in prison



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- We promise, as a school, to try and prevent bullying behaviour as much as possible before it happens, but if bullying behaviour does occur we will provide help, protection and support to stop the bullying behaviour.
  - We will support the person displaying the bullying behaviour to change and we will support the person experiencing the bullying behaviour to build their confidence back up.
  - The approaches we use in school to deal with bullying behaviour aim to make the community and the school a friendlier place.
  - We aim to provide a safer environment where damaged relationships can be helped or fixed.
  - We aim to have a community where all members of our community are confident in speaking out against bullying and injustice.

## **We expect learners to help by following this advice:**

- If you are being bullied or know of someone who is, don't keep it to yourself. Help it STOP by telling a parent/carer, teacher, prefect, peer mentor or someone who you trust.
- You should always report an incident because every child has the right not to be bullied. Bullying behaviour should never be allowed to go unchecked.
- Don't be a follower, be a STOPPER.
- We should treat everyone with respect
- Be a FRIEND / LISTENER
- If someone says something hurtful then don't say anything hurtful back to them. Quickly think of the impact you might cause on them and the consequences of your action. Always think before you act.

# **We ask parents to support the school to tackle bullying behaviour by:**

- encouraging and supporting your child to report bullying behaviour
- supporting your child if they have experienced bullying behaviour and ask what support they need to help to rebuild their confidence
- supporting your child if they have displayed bullying behaviour and ask what support they need to repair the damage they have caused and change their future behaviour
- avoid telling your child to ignore the bullying as its unlikely to go away
- making sure that you make contact with your child's Pupil Support teacher
- asking the school what will happen next and what the likely timescales will be
- keeping in contact with the member of staff who is dealing with the incident in school



## **Teachers will help by:**

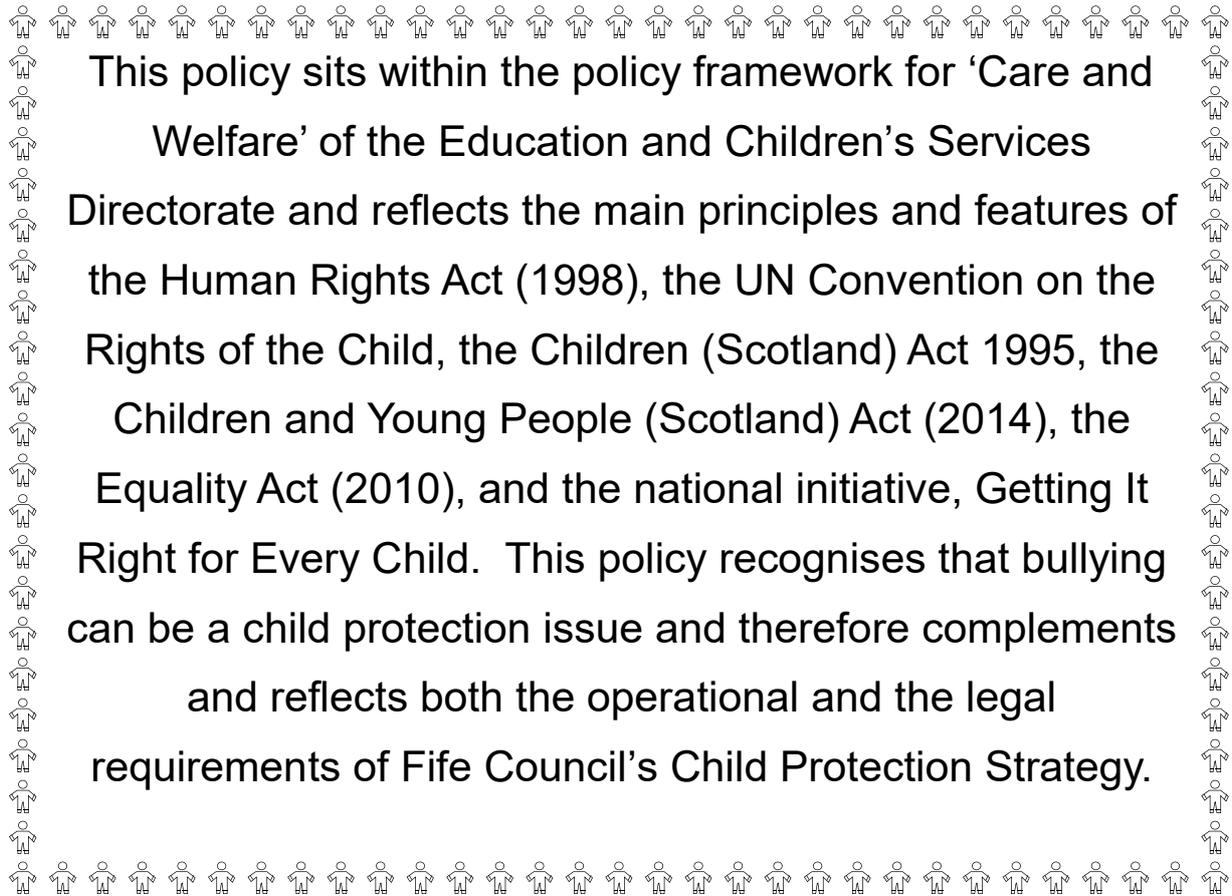
- modelling the behaviour we value in our community
- being fully aware of the anti- bullying policy and know how to deal with incidents of bullying
- Not labelling learners as bullies and as victims. They will talk about the person who has displayed bullying behaviour and the person who has experienced the bullying behaviour.
- reporting incidents of bullying behaviour following the school guidelines
- being aware of changes in learner's behaviour and reporting any observed changes following the school guidelines.
- The incident will be investigated

# What happens if a bullying incident occurs?

- Parents will be contacted by a member of staff to inform them of any bullying incidents and they will be advised of the outcome of the investigation
- Appropriate support and challenge will be put in place for the learners involved
- The Pupil Support teacher will monitor the outcome of the incident
- Bullying incidents will be recorded in line with Fife Council guidelines.
- There is someone in the school who has responsibility for the school's anti-bullying policy and annual strategy (Mrs E. Smart).

# What does the school do to reduce bullying?

- Every session we will have an anti-bullying plan for the year
- The anti-bullying plan is evaluated as part of the School Improvement planning process
- The school works with learners to create lessons, assemblies and workshops to raise awareness of bullying and to ensure learners know how to access support
- Staff, children and parents will get together on a regular basis to check over the anti-bullying policy.
- Bullying incidents are monitored and recorded when appropriate according to Fife Council guidelines.
- Training is kept up to date for all the people who deal with bullying incidents.
- The school ensures that there's an annual session for all staff to raise their awareness of the school's anti-bullying policy
- The school provides a place for children to be safe and relaxed at interval, and lunch if they find the playground stressful
- The school will provide buddies from S5/6 for vulnerable S1/2/3.
- The school will take a restorative approach when incidents occur.

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This policy sits within the policy framework for 'Care and Welfare' of the Education and Children's Services Directorate and reflects the main principles and features of the Human Rights Act (1998), the UN Convention on the Rights of the Child, the Children (Scotland) Act 1995, the Children and Young People (Scotland) Act (2014), the Equality Act (2010), and the national initiative, Getting It Right for Every Child. This policy recognises that bullying can be a child protection issue and therefore complements and reflects both the operational and the legal requirements of Fife Council's Child Protection Strategy.