

Anti-Bullying Policy

In Lochend, we work hard to provide excellent learning and life opportunities within a caring and encouraging community to ensure that our young people grow to be ambitious, successful and happy. Ensuring the Wellbeing of our young people is at the heart of what we do.

Both experiencing and displaying bullying behaviours can affect a person's wellbeing across the indicators of safe, healthy, achieving, nurtured, active, respected, responsible and included and thus constitute an Additional Support Need requiring assessment, planning and support within a staged intervention framework.

If they are unable to respond effectively and regain their sense of self and control in the situation, adults need to intervene to help restore it. Keeping the focus on impact reduces the emphasis on issues of persistence and intent. What you do about bullying is more important than how you define it.

We should always remember that children will tease each other, fall in and out with each other, have arguments, stop talking to each other and disagree about what they like and don't like. This is a normal part of growing up and should be distinguished from bullying. However, in an environment where this behaviour is left unchecked, it can lead to bullying, making those being bullied feel afraid, uncomfortable and unsafe in their environment.

All behaviour communicates feelings. Our response should focus on identifying how someone feels and helping them to cope with and respond to those feelings. Children and young people may act out of character when they are being bullied and changes in behaviour can be signals that something is wrong. We need to focus on what someone did and the impact that it had.

Bullying is both behaviour and impact; what someone does and the impact it has on the other person's capacity to feel in control of themselves. We call this 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 and it can happen face to face and online.

Bullying behaviour can harm people physically or emotionally and, although the actual behaviour might not be repeated, the threat that it might can be sustained over time, typically by actions: looks, messages, confrontations, physical interventions, or the fear of these.

This behaviour can include:

- Being called names, teased, put down or threatened face to face and/or online
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you (face to face and/or online)
- Sending abusive messages, pictures or images on social media, online gaming platforms or phone
- Behaviour which makes people feel like they are not in control of themselves or their lives
- Being targeted because of who you are or who you are perceived to be (face to face and/or online)

IS INTENT REQUIRED?

Every bullying incident should be looked at individually. In some cases, children or young people may not be aware that their behaviour is actually bullying. They are perhaps modelling the behaviour of adults or other children and young people, not understanding that it is wrong because they have never been taught otherwise. In these circumstances, the intent to bully may not be present, but the impact and effect on the person being bullied will be no less severe because of this.

It must be explained to the person bullying that their behaviour is unacceptable and why. Intent is difficult to prove and young people can often reframe their behaviour when challenged. It's more

important to focus on the behaviour and the impact it had, rather than trying to establish whether someone acted deliberately or not.

DOES THE BEHAVIOUR HAVE TO BE PERSISTENT?

The issue with persistence is that the behaviour has to take place more than once, but the impacts of bullying can be felt after a single incident.

Bullying doesn't need to be persistent to have an effect on the mental health and well-being of a child or young person. For those who have been bullied, the fear and anticipation of further bullying can affect their ability to be themselves and interact with others in a healthy fashion. Bullying behaviour and its potential impacts on children and young people should be addressed as they arise. It is vital to respond to the behaviour that you see and the impact this is having, rather than relying on a rigid definition.

How persistence is viewed by one person - for example daily, weekly or monthly - may be quite different to how it's viewed by someone else, leading to inequality and inconsistency of practice. It isn't helpful to wait and see if a pattern or repetition emerges before taking action. Although bullying is usually persistent, a single incident can have a significant impact on some children and young people by instilling a fear that it might happen again.

STATEMENT OF COMMITMENT AND POLICY PRINCIPLES

Bullying behaviour will not be tolerated within Lochend Community High School.

Glasgow City Council is committed to reducing the incidence and effects of bullying behaviour within its educational establishments according to the following key principles:

- Setting an ethos in Lochend which places an emphasis on respecting, valuing and caring for self and others
- Establishing a climate where all members of Lochend Learning Community, irrespective of age or status, promote and model positive behaviours and values

- Putting in place anti-bullying policies at Council and school levels
- Taking seriously any report or allegation of bullying behaviour, investigating and taking appropriate action
- Ensuring that staff, children/young people and parents are fully conversant with the requirements of Lochend's anti-bullying policy and that its terms and implications are discussed and reviewed on a regular basis
- Providing support for children/young people who are experiencing bullying behaviour
- Helping the person displaying bullying behaviour to understand the impact of their behaviour and supporting them as they change their behaviour
- Involving parent/carers, as appropriate, in supporting both children/young people who are bullied and those who are displaying bullying behaviour
- Ensuring the level of bullying in Lochend is monitored and procedures are in place for maintaining a record of any report or allegation of bullying
- Putting in place quality assurance procedures to monitor the effectiveness of the policy and reviewing as appropriate

RECORDING, REPORTING AND MONITORING OF BULLYING AND DISCRIMINATOR INCIDENTS/ALLEGED INCIDENTS

To ensure consistency across all schools, Glasgow City Council has produced a Proforma (this will eventually be placed on click'n'go at some time in the future).

Appendix 1 should be completed by staff

Appendix 2 provides the framework re procedures for investigating/reporting and monitoring incidents.

SOURCES

“Bullying behaviour will not be tolerated within Glasgow city Council’s educational establishments” –
GCC Anti-Bullying Policy

“All children/young people in Glasgow’s educational establishments have an entitlement “to work (and play) in a learning environment in which they feel valued, respected and safe and are free from all forms of abuse, bullying or discrimination” – A Standard for Pastoral Care in Glasgow Schools.

The Children (Scotland) Act 1995 provides that the authority has a duty to safeguard and promote the welfare of children ‘in need’

The Standards in Scotland’s Schools etc (Scotland) Act 2004 requires that a child has a right to school education that develops his or her talents to the fullest potential

The Education (Additional Support for Learning) (Scotland) Act 2004 provides that the authority must provide support to a child where there is any barrier to that child’s learning and this could include being the subject of bullying behaviour.

Other legislative documents include:

- European Convention of Human Rights
- Human Rights Act 1968
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 2005
- Equality Act 2006

It should be noted that there is a common law duty of care owed to each child/young person when under the charge of professional staff. This is a duty to show reasonable care but where there is any perceived failure by the authority to discharge this duty, this could be regarded as negligence and be subject to legal challenge.