



STRANRAER ACADEMY

ANTI-BULLYING POLICY



TOGETHER WE STAND STRONGER

Contents

Statement of intent	Page 3
Aims and objectives	Page 4
Outcomes for our young people	Page 5
What is bullying behaviour?	Page 5
Why is it important to respond to bullying behaviour?	Page 6
Impact of Bullying Behaviour	Page 7
Prevention and Identification	Page 8-9
Possible evidence of bullying behaviour	Page 9-10
Procedures	Page 11
Response	Page 12
Strategies	Page 13
Conclusion	Page 14
Monitor and Review	Page 14
Legal Position	Page 14
Help Organisations	Page 14

Note

This policy has been devised alongside guidance offered by respectme, Scotland's Anti-Bullying Service, CPD training and materials.

1. Vision

Every child and young person in Stranraer Academy should make their journey through secondary school free from bullying behaviour. It is our aspiration that all those who play a role in the lives of children and young people are enabled to prevent and respond effectively to incidents of bullying behaviour.

This policy is consistent with the Dumfries and Galloway Council policy and the national approach to anti-bullying:

<https://www.gov.scot/publications/respect-national-approach-anti-bullying-scotlands-children-young-people/pages/3/>

2. Statement of Intent

We believe that all young people, staff, parents and carers have the right to be protected from abusive and bullying behaviours.

If any young person has been subject to bullying behaviour, they should have the confidence to report it and know that the incident will be dealt with promptly. This means that anyone who is aware of an incident of bullying behaviour or has received bullying behaviour directly should report it.

A number of initiatives and policies are in place to support, protect and encourage children and young people to lead happy and successful lives. These policies have a direct influence on the creation of this anti-bullying policy:

- Getting it Right for Every Child
- United Nations Convention on the Rights of the Child (UNCRC)
- Education (Additional Support for Learning) (Scotland) Act 2004 & 2009
- Curriculum for Excellence
- National Care Standards
- Equally Well
- Equality Act 2010

3. Aims and Objectives

Aims of this Policy

- To prevent bullying behaviour of young people.
- To support young people and their parents and carers who are affected by bullying behaviour.
- To provide a secure, safe and positive environment where young people feel able to discuss their problems.
- To build the capacity, resilience and skills in young people, parents and carers to prevent and deal with bullying behaviour.
- To ensure the provision of information, training and support to those working with young people.
- To ensure the approaches to anti-bullying behaviour are consistent with Dumfries and Galloway Council policy.

Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents/carers should have a clear and consistent understanding of what bullying behaviour is.
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying is never acceptable and will be addressed promptly and effectively.

4. Outcomes for our Young People

- Young people who have experienced bullying behaviours will be supported to develop self-esteem and confidence.
- Change in behaviours of those who display bullying behaviour towards others: negative to positive.
- Where possible, all parties involved will be reconciled.
- After any incidents of bullying behaviour are reported, investigated and dealt with, each case will be monitored by relevant Pupil Support Staff and Year Heads to ensure bullying behaviour does not continue.
- Bullying behaviour will be recorded on SEEMiS 'Bullying and equalities' module as well as a centrally recorded log.
- Young people have access to Stranraer Academy Bully Box which is a discreet portal where they can report incidents and concerns. They can also report to any member of staff.

5. What is Bullying Behaviour?

"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 me, 2015)

It is particularly important to distinguish bullying behaviours from natural conflict between young people. It can take several forms:

Emotional

Mental: when pressure to conform is applied

Material: when possessions are stolen, damaged or hidden.

Social: not being spoken to or left out

Physical

Pushing, kicking, hitting, punching or any use of violence. This behaviour can go beyond bullying and is often better described as violence.

Verbal

Name calling, sarcasm, spreading rumours, teasing, personal comments

Online/Cyber

All areas of the internet, such as email, social networking sites, mobile phones, misuse of

associated technology e.g. cameras & recording facilities

Prejudice-based

Prejudice and discrimination against individuals and groups can manifest as bullying behaviour.

Many of these groups are protected characteristics set out in the Equality Act (2010).

Examples of where this can be experienced are:

Asylum seekers and refugees
Body image
Disability
Homophobic
Biphobic
Transphobic
Looked after children
Racial abuse/racism
Religion and Belief
Sectarianism
Sexism and gender
Socio-economic
Young Carers

6. Why is it Important to Respond to Bullying Behaviour?

Rights and Responsibilities

Bullying behaviour hurts and it is never acceptable. No one deserves to be on the receiving end of bullying behaviour. Everybody has the right to be treated with respect and to live free from harassment.

Everyone has a responsibility to respect the rights of others.

UNICEF

- If it is every child's right to be protected from conflict, cruelty, exploitation and neglect then children also have a responsibility not to inflict bullying behaviour on others or harm each other.

The United Nations Convention on the Rights of the Child, Article 19

- Every pupil has the right to work and learn in an atmosphere that is free from victimisation and fear.

All those involved in bullying behaviour need to be supported.

Stranraer Academy has a responsibility to respond promptly and effectively to any allegations of bullying.

7. Impact of Bullying Behaviour

Impact on the Individual

Being at the receiving end of bullying behaviour can have both long term and short effects on the individual, on their physical, emotional and/or mental health and wellbeing. This can be traumatic for the individual and therefore lead to a range of coping mechanisms and other reactive behaviour.

- Anticipation of bullying behaviour resulting in a heightened state of anxiety.
- Deteriorating school attendance.
- Eating Disorders.
- No aspirations due to low self-esteem.
- Self-Harm.
- Depression.
- Violence.
- Suicide or suicidal thoughts.
- Displaying bullying behaviours towards other pupils.
- Substance abuse
- Risk taking behaviour

Impact on Families

- Stress
- Anxiety
- Guilt
- Anticipation
- Strained relationships
- Helplessness
- Aggression in the household

Impact on Schools

- Relationship difficulties
- Negating positive ethos
- Problems with peers
- Lack of aspirations
- Poor attendance and truancy
- No regard for authority

Impact on Society

- Difficulties in the community
- Negative role models
- Negative messages in media
- Problems on social networking sites
- Violence and aggression
- Pressure on support services

8. Prevention and Identification

A culture that encourages respect, values opinions, celebrates differences and promotes positive relationships will make it all the more difficult for bullying behaviour to flourish or be tolerated.

It is the on-going aim of this strategy to reduce and respond to bullying behaviour by:

- Raising awareness of bullying behaviour.
- Creating and supporting a culture of respect, care and consideration for others.
- Ensure that all staff, pupils, parents and carers are aware of school procedures and strategies on dealing with instances of bullying.
- Have built in monitoring and evaluation mechanisms to ensure that procedures are being consistently applied.

Prevention Strategies

Stranraer Academy seeks to use a variety of methods to prevent bullying behaviour. These include:

- Challenging the idea that bullying behaviour is acceptable and part of growing up.
- Promoting strong positive behaviour messages.
- Raising awareness of bullying behaviour through Health and Wellbeing classes, assemblies, posters, leaflets, newsletters, pupil council, surveys and group discussion.
- Good adult supervision.
- Partnership working with agencies to challenge and educate pupils on social behaviour and the impact this can have on others.
- Providing training for our senior pupils to help monitor younger pupils.
- Appointing an Anti-Bullying Committee in the school to help tackle bullying behaviour and promote positive relationships.
- Establishing and upholding the school core values.
- Establishment of MVP programme of peer-mentoring.

Identification of Bullying Behaviour

The identification of bullying behaviour can be one of the biggest challenges. There is a need to create an atmosphere of openness and reporting. This can be done by:

- Health and Wellbeing classes where teachers regularly raise the issue.
- Ensuring that pupils, staff, parents and carers know who to contact to report any instances of bullying behaviour: Teaching and non-teaching staff, Pupil Support Team, Depute Head Teachers, School Police Officer.
- Challenging the notion of innocent, neutral bystanders and helping young people to intervene safely.
- In-school assemblies tied in with National campaigns such as LGBT History Month, Autism awareness week, Show racism the red card.
- Building positive relationships between staff and pupils.

9. Possible Evidence of Bullying Behaviour

A young person may indicate by signs of behaviour that they are on the receiving end of bullying behaviour. Adults should be aware of these possible

signs, and they should investigate/report if a young person's behaviour changes or causes concern.

Spotting the signs

There are a number of signs that may indicate that a young person is experiencing bullying behaviour:

- The young person may become withdrawn.
- They may have scratches or bruises that can't really be explained.
- They don't want to go to school or are having problems with school work.
- They don't want to socialise with friends.
- Changes are made to their route to school or they insist on being dropped off.
- They complain of headaches, stomach aches and other pains.
- They are easily upset.

The list is by no means exhaustive and displaying some of these symptoms may not necessarily mean they are experiencing bullying behaviour.

If you suspect a young person is experiencing bullying, gentle enquiry from a place of concern, citing any signs and symptoms you might have noticed, would be a helpful, initial approach.

Intervention

Intervention is concerned with the actions taken after a bullying issue has been identified. This should involve:

- Acknowledging the distress of those on the receiving end of bullying behaviour and reassuring them.
- Avoiding damaging labels of 'bully' and 'victim' which can lead to lowered self-esteem and self-fulfilling predictions regarding future behaviour.
- Addressing the bullying behaviour and agreeing strategies with both parties to how it can be resolved.

10. Procedures

- 1 When an incidence of bullying behaviour is reported it is taken seriously and acted upon promptly.
- 2 An incidence of bullying behaviour must be reported to an adult within the school or to parents/carers at home. Parents/carers are expected to share this information with the school.
- 3 This information must be passed promptly to a member of the Pupil Support Team or Senior Management Team who will then investigate the incident appropriately using the definition of bullying based on behaviour and impact and their professional judgement in the handling of the matter. *As per agreed protocol*
- 4 All reported incidents will be investigated promptly and logged in SEEMIS 'Bullying and Equalities' module and the central bullying log spread sheet. Parents/carers could be contacted to inform them of the incident and they may be asked to attend a meeting in school to discuss the matter in more detail
- 5 If necessary, the School Campus Police Officer will be notified if there is any concern that a crime has been committed.
- 6 Appropriate strategies and resources will be used in an attempt to change the behaviour of the person displaying the bullying behaviour.
- 7 All young people involved in the bullying incident will be given support through appropriate use of strategies and resources.
- 8 Parents/carers will be sign posted to advice/support.
- 9 A member of staff who feels they are being bullied by a pupil must report this to their line manager, Depute Head, Head Teacher or Trade Union.
- 10 Bullying behaviour between members of staff should be dealt with through Dumfries and Galloway Council's Bullying and Harassment Personnel Procedures.

11. Response

When dealing with the person reporting the bullying behaviour (this could be the person affected - or a friend/bystander):

- Do not panic and keep an open mind
- Listen – give the individual your full attention
- Meet in a comfortable place with no distractions
- Assure the individual that bullying behaviour is not acceptable and will not be tolerated in school
- Assure the individual that everyone deserves to feel safe in their environment
- Gently encourage them to talk finding out what happened, who was involved, when and where – write the information down.
- Let the individual speak without interrupting them as far as possible. You may have to ask questions to clarify the information they have given.
- Listen – what do they want you to do?
- Keep the individual involved and up to date with progress and recent developments with the case, if the reporting person is the victim.

When responding to the person displaying the bullying behaviour:

- Address with the behaviour according to the school interim behaviour policy.
- Listen and take time to discover the reasons behind the bullying behaviour
- Do not label the individual
- Be prepared to discuss prejudicial attitudes that may be behind the bullying behaviour
- Address what is happening behind the behaviour even when the behaviour has stopped
- Refer to support agencies such as Youth Work or School Counsellor, as appropriate.
- Invite parents/carers in to school as appropriate.

12. Strategies

A variety of strategies/activities that can be applied as appropriate:

- Restorative practice
- Peer mediation
- Senior Supporter System
- Mentoring
- Health and Wellbeing programmes
- Assemblies
- Extra-curricular activities

13. The Protected Characteristics

Bullying behaviour related to the protected characteristics according to the Equality Act 2010, will be addressed in partnership with police Scotland.

The following characteristics are protected characteristics—

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

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
- Uphold school values

15. Monitor and Review

Incidents of bullying behaviour are logged using SEEMiS 'Bullying and Equalities Module' and also the school central bullying log. The school's anti-bullying policy will be reviewed on an annual basis to ensure monitoring and reporting of progress.

16. Further information

ORGANISATION	CONTACT DETAILS
respectme	www.respectme.org.uk 0844 800 8600
Childline	0800 1111
KIDSCAPE Parents Helpline	www.kidscape.org.uk 0845 1 205 204
Bullying Online	www.bullying.co.uk
LGBT Youth Scotland	www.lbgtyouth.org.uk