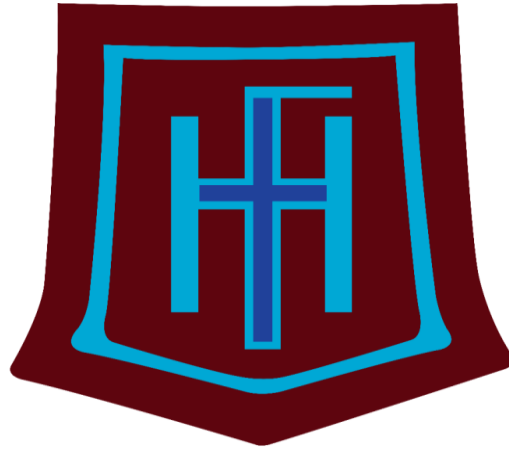


Holy Family Primary School



Anti-Bullying Guidelines

'Every child and young person in Scotland will grow up free from bullying and will develop respectful, responsible and confident relationships with other children, young people and adults. Children and young people, and their parents or carers, will have the skills and resilience to prevent or respond to bullying. All children will expect help and know who can help them; while those adults working with them will follow a consistent and effective approach in dealing with and preventing bullying from early years onwards'.

Scottish Government (2010) – A National Approach to Anti-Bullying for Scotland's Children and Young People

June 2020

Rationale

These Anti-Bullying Guidelines provide guidance to pupils, staff, parents and carers of Holy Family on preventing, responding to and reducing bullying behaviour in line with East Dunbartonshire's Anti-Bullying Policy). 'Respect for All has a fundamental role to play in helping us realise our vision for all children and young people. It provides a holistic framework for all adults working with children and young people to address all aspects of bullying, including prejudice-based bullying. Respect for All reflects Getting it Right for Every Child (GIRFEC) and recognises that bullying impacts on wellbeing. In order to thrive and achieve their full potential, children and young people need learning environments which are safe, nurturing, respectful and free from fear, abuse and discrimination'.

Policy Statement and Aims

The Children and Young People (Scotland) Act 2014 is a key part of the Scottish Government's strategy for making Scotland the best place in the world for children to grow up. By facilitating a shift in public services towards the early years of a child's life, and towards early intervention whenever a family or young person needs help, the legislation encourages preventative measures, rather than crises' responses. Underpinned by the Scottish Government's commitment to the United Nations Convention on the Rights of the Child 1989 (UNCRC), and the national approach, Getting it Right for Every Child (GIRFEC), the 2014 Act also establishes a new legal framework within which services are to work together in support of children, young people and families.

Education (Scotland) Act 2016 requires strategic planning to consider socio-economic barriers to learning. It includes provisions which extend the rights of children aged 12 and over with capacity under the Additional Support for Learning Act. Children who are able to can use rights on their own behalf to affect decision making about them.

Child Poverty (Scotland) Act 2017 sets ambitious income targets for child poverty reduction for 2030.

Consultation on the child poverty bill identified children's experience of poverty can lead to bullying or feelings of exclusion, as they may have fewer friends and less access to the social activities of their peers.

The aims of the Holy Family's Guidelines are to ensure:

- that all children and young people are provided with a safe, inclusive and supportive environment in which to learn;

- children and young people, parents and carers and staff have a robust understanding of what bullying behaviour is and the action which will be taken when it is witnessed or reported.
- a culture is promoted where bullying is recognised as being unacceptable;
- the prevention of bullying of children and young people through a range of approaches;
- effective support for children and young people and their parents and carers who are affected by bullying.

Definitions of Bullying

Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control 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).

Bullying can affect someone's ability to feel in control of themselves; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour can harm people physically or emotionally and, although the behaviour may not be repeated, the threat may be kept up over time, by actions, looks, messages, confrontations, hitting or hurting or the fear of these.

Bullying also occurs in the virtual world which children and young people access through the Internet, via social networking (e.g. FaceBook, Twitter and Snapchat), computers and mobile phones. As communication can happen anywhere and at any time, often unsupervised, on-line bullying can be very pervasive and difficult to handle. However, in essence, the behaviour is the same and requires similar prevention methods. *Bullying – A Guide for Parents and Carers*, which includes guidance on on-line bullying, is available from 'respectme' – Scotland's Anti-bullying Service on their website - www.respectme.org.uk/resources/publications.

Bullying behaviour may be related to prejudice-based attitudes and behaviours which may compound other differences or difficulties in a child or young person's life. These include:

- gender reassignment
- pregnancy & maternity
- racist bullying
- religion and belief
- homophobic bullying
- disablist bullying;
- body image;

- sexism and gender;
- looked after children and young people;
- young carers;
- socio-economic group

When talking about bullying, it is important not to label children and young people as 'bullies' or 'victims'. Labels can stick for life and can isolate a child, rather than helping them to recover or change their behaviour. All children and young people need help to understand why bullying behaviour is wrong in order that they can change it.

Holy Family is committed to current definitions that take account of the context in which the event took place and the impact on the person who feels harm has been done to them. It is considered unhelpful to define bullying purely in terms of behaviours alone.

It is important to have clarity about these significant events and be able to recognise and acknowledge bullying behaviours when they happen.

Bullying behaviours can include:

- name calling, teasing, putting down or threatening and intimidating by making prejudiced-based remarks;
- hitting, tripping, pushing, kicking;
- taking and damaging belongings;
- ignoring, excluding, spreading rumours;
- sending abusive messages electronically, e.g. via text, emails or social networking sites;
- making people feel like they are being bullied or fearful of being bullied;
- targeting someone because of who they are or who they are perceived to be.

This list is not an exhaustive list; there may be other behaviours that could impact negatively on a child's wellbeing.

It is crucial to take into account the impact that bullying behaviour has on a child or young person. The impact an incident has on a child or young person is more important than whether it is classified as bullying. Actions can affect people in different ways and this should be taken into consideration. The person who has experienced harm may have experienced just one event. The impact determines the definition of bullying. One incident is sufficient to alert adults to take supportive action.

Not every unkind behaviour constitutes bullying. Children and young people are still learning how to get along with others. They 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. These are examples of ordinary conflict, perhaps thoughtlessness and possibly insensitive behaviour and should be viewed as a normal part of growing up. However, if left unchecked, these behaviours can lead to bullying, making those being bullied feeling afraid, uncomfortable or unsafe in their environment. They should be viewed as an opportunity to help children and young people learn about resolving conflict and getting along with others. Parents, teachers and other adults need to model kindness, conflict resolution, inclusion and responsibility.

Prevention of Bullying

Holy Family will work to create a positive and supportive ethos. A culture that encourages respect, values opinions, celebrates differences and promotes positive relationships will make it difficult for bullying behaviour to occur or be tolerated. This may include particular approaches such as:

- buddying or mentoring;
- peer mediation;
- system which identifies vulnerable pupils and takes steps to remedy this;
- creative and motivational ways to engage pupils and raise awareness of bullying with theatre groups, speakers, film footage and music;
- involvement of the Pupil Council;
- anti-bullying campaigns, posters, assemblies;
- encouraging pupils to report bullying incidents using 'worry' boxes and the school Intranet;
- areas of special focus e.g. prevention of name calling;
- an understanding of the impact and legal consequences of on-line bullying, supported by campus police, for the whole school community through the curriculum, assemblies and events for parents and carers.

Action

The member of staff to whom the incident is first reported, or who has witnessed the incident, should take the incident seriously. They must use their professional judgement in deciding upon appropriate action based on the impact of the bullying behaviour on the child or young person.

The child or young person who has **experienced bullying behaviour** will receive appropriate support and protection.

Examples of good practice include:

- the child or young person is taken to a comfortable place with no distractions;
- the child or young person is listened to;
- the member of staff should confirm that bullying is never acceptable; they deserve to feel safe;
- they should be gently encouraged to talk, to find out what happened, who was involved, where and when – and notes taken;
- they should be asked what they want to see happen next;
- the child or young person should be kept up to date with progress;
- details of the bullying behaviour and actions taken is recorded in the SEEMIS Bullying and Equalities Module;
- the member of staff should inform parents of the incident and action taken, if it is judged to be appropriate.

In relation to the final bullet point, an example where it may not be appropriate to inform parents could include a transgender young person. The young person may not have told their family about their gender identity and inadvertent disclosure could cause needless stress for them or put them at risk. Confidentiality and privacy should be respected and disclosing information to parents or carers should only be done with consent of the young person. Further guidance can be accessed in the following link: <https://www.lgbtyouth.org.uk/media/1344/supporting-transgender-young-people.pdf>

When a child or young person has **displayed bullying behaviour**, a member of the management team should, based on their professional judgement, endeavour to manage the resolution of the bullying incident within the school. Parents should be involved when their active support is needed to implement a resolution of the bullying incident.

Examples of good practice include:

- time should be taken to understand the reasons for the bullying behaviour;
- the individual or group should not be labelled as 'bullies', name the behaviour;
- staff should be prepared for a strong reaction from parents and carers, children and young people;
- staff should be prepared to address prejudicial attitudes that may be behind the bullying behaviour;

- addressing what is happening behind the behaviour, even when the bullying has stopped.

Consideration should be given to the sanctions and support given to the young person displaying bullying behaviour to ensure that interventions are intended to improve behaviour.

Such approaches might include:

- positive behaviour strategies with an appropriate member of staff, as agreed;
- restorative approaches;
- solution orientated approaches;
- involvement of educational psychologists and campus police.

However, 'where it is considered that in all circumstances to allow the child or young person to continue attendance at school would be seriously detrimental to order and discipline or the educational wellbeing of the pupils there' (*National Guidance on the prevention and management of exclusions, Included, Engaged and Involved-Part 2* (June 2017) senior managers have the power to exclude as a last resort.

It is essential that everyone takes responsibility in creating a safe and supportive environment within Holy Family and we aim to achieve this by:

- **supporting** anti-bullying projects and nurturing a positive ethos of **respect for all**;
- **promoting** work on **personal safety and bullying** as part of the **Health and Wellbeing** curriculum;
- **encouraging** the development of environments in which **children and young people** can feel free of bullying and can **thrive**;
- **providing support** in individual circumstances.

Reporting Bullying Behaviour

If you are being bullied or witness someone else being bullied it is **very important that you take action**: ignoring it can often mean it will get worse!

Steps you can take include

- **tell** your **class teacher** or any other member of staff,
- **tell** another **pupil** who can then tell a teacher,

What will we do when you tell us?

Bullying and harassment are wrong and we will always listen to any concerns or comments, but that doesn't mean the people who do it are 'bad' people. It doesn't excuse the bullying behaviour, but it does mean that it is possible to help them change the way they behave.

Steps we will take will include:

- **maintaining** confidence where appropriate;
- **discussing** incidents with **pupil(s) experiencing** the bullying behaviour;
- **discussing** incidents with **pupil(s) displaying** bullying behaviour;
- **taking** appropriate action.

We will encourage mediation which will involve:

- creating an ethos of **respect, inclusion, accountability** and **taking responsibility**;
- demonstrating **impartiality** and being **non-judgemental**;
- actively **listening** while encouraging **collaboration** and emotional **self-expression**
- facilitating **dialogue** and **problem-solving**;
- listening to and **expressing** emotion;
- empowering others to take **ownership** of problems.

Review of Guidelines

Anti-Bullying Guidelines will be reviewed during session 2021-2022

5 Acknowledgement

This document was produced in partnership with Lorraine Glass, Partnership Manager, 'respectme'. Content from the website of 'respectme' is included in this document – www.respectme.org.uk.

