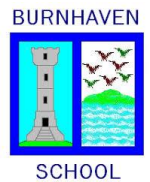




# Burnhaven School

## Anti-bullying Policy



### 1. Rationale

Aberdeenshire Council believes that everyone should be treated equally and with respect. Parents/carers, pupils and staff have a responsibility to work in partnership to maintain a high standard of behaviour and ensure an environment free from bullying behaviour.

Here at Burnhaven School, our values are respect, compassion, trust, honesty and motivation. We understand that bullying behaviour is never acceptable, and that children and young people have the right to learn in a safe, secure environment.

All our school community, adults and children alike, have the right to be treated with dignity and respect and to feel safe at Burnhaven School (UNCRC Article 19, GIRFEC indicator SAFE, Universal Declaration of Human Rights Article 1)

In Scotland, the Bullying behaviour is defined as this:

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. (respectme, 2017)

### 2. Aims

At Burnhaven School, we recognise that children are learning about acceptable behaviour and take part in a range of experiences outside school. While learning, they may exhibit bullying behaviour unintentionally or intentionally. They need all adults to model respectful behaviour towards them and each other and to support them to recognise when bullying behaviour is happening and how to address it.

We aim to:

- Prevent bullying behaviour by raising awareness, educating the school community, accessing training.
- Respond consistently and appropriately to situations.
- Promote an ethos in school where respect is prominent.

### 3. National Definition

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 makes people hurt, threatened, frightened and left out. This behaviour happens face to face and online." (Respect for all: The National Approach to Anti-bullying for Scotland's Children and Young People 2017)

#### **4. Bullying Behaviour is a breach of children's rights**

All children have the right to feel safe (UNCRC Article 19). Bullying behaviour, both physical and emotional can breach this.

All children have the right to non-discrimination (UNCRC Article 2). At Burnhaven we will challenge behaviour and language which comes from a discriminatory and prejudiced position. The protected characteristics from the Equality Act 2010 are listed below:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex (gender)
- Sexual orientation
- Marriage and civil partnership

#### **5. Prevention**

- **Raise Awareness.**

At the beginning of each new school session and throughout the year within our health and wellbeing programme, we will raise awareness of bullying behaviour and its impact. Anti-bullying learning will have a high profile and be part of assemblies and class sessions.

We will also plan to be involved in National Anti-Bullying Week in November.

We will promote the principles of GIRFEC and the responsibility of all to support children and young people in establishing and maintaining positive relationships.

- **Education**

Through taught lessons and communication, we will educate pupils, staff and parents/carers about what to do when bullying behaviour is displayed.

We will encourage children to speak out against bullying behaviour. As a school we believe we must do more than not engage in bullying behaviour, we must stand against it. We will educate children to understand that being a witness to bullying behaviour and not encouraging peers to stop or not reporting it enables the behaviour rather than stops it.

Class lessons will explain the short and long term impact of bullying behaviour and will promote resilience and mindfulness to support those children who experience it. Children will be taught services which may offer help beyond school if necessary.

Children will be encouraged to share anti-bullying messages with other pupils and their parents/carers.

- **Training**

All staff will receive antibullying updates at the beginning of each year and the Head Teacher will ensure they have access to the relevant policies.

Annually all staff take part in a GIRFEC briefing and this includes their roles and responsibilities with regards to preventing bullying behaviour and responding to it.

All staff will be trained in restorative approaches, universal nurture approaches and solution orientated practice.

## **6. Expectations of adults and young people**

At Burnhaven School we value respect, honesty and trust. We expect staff and children to use kind words towards each other and avoiding hurting others emotionally or physically. We encourage everyone to help others feel included and to challenge and report unkind behaviour.

Staff and parents can model respectful relationships towards each other and towards other children. We teach children what is acceptable and what is not acceptable. We do not accept the defences such as “children all speak like that” “we are just stating facts,” or “They couldn’t hear us.”

When mistakes are made, we expect everyone to show honesty in accepting their role in situations and exploring how to avoid making those mistakes again. The message is given that bullying behaviour is never acceptable despite the feelings children may experience.

Children should report any concerns about bullying behaviour to the adults outside in the first instance or the class teacher. These will be referred to the head teacher as necessary. Parents with concerns should make contact with the school to speak to the class teacher or head teacher.

## **7. Responding to incidents**

Schools are a place of learning and children make mistakes within their relationships too. Children may be unkind, may push and shove in frustration, may use unpleasant words. When these happen, the incidents are noted notebooks outside or by the class teacher. Restorative conversations may be held in the moment if appropriate, or at a later date, if children need to calm first. Within an incident, ***all children will be expected to take part in these conversations whether they believe they said or did something or not.*** It is vital that children of hear each other’s point of view.

If the unkind words use include language related to the protected characteristics in the Equality act of 2010, parents will be informed even if no conclusion has been reached. The message will always be underlined that bullying behaviour is never acceptable despite how children might feel.

When a single incident is identified as bullying behaviour or when a series of small incidences demonstrate a picture of bullying behaviour then the following steps will be taken:

- 1) The incident of bullying will be using the Aberdeenshire Bullying reporting system. All most all other incidents are recorded with individual chronologies.
- 2) Honest and frank discussions will be held with all children involved.
- 3) Restorative conversations will be held where children are willing to take part.
- 4) Parents will be informed
- 5) The situation will be monitored using regular check ins.
- 6) If behaviour continues, further responses may be necessary.

There is a flow chart provided by Aberdeenshire Council to support decision making.

## **8. Involvement with stakeholders**

Consultation with staff, parents and pupils took place in session 2020-2021.

A number of children told us that they had experienced bullying behaviour and they would like adults to stop it. However, many said they had not seen any bullying behaviour which demonstrates a need to emphasise what it is and the impact it may have.

Parents told us that they knew the steps which were taken but felt that this should be more transparent. Parents wanted be told whenever an incident happened although they recognised that sometimes this depends on children reporting incidences. They believed education to important to prevent bullying behaviour.

## 9. **Agreement and Review**

This policy has been created based on draft guidance from Aberdeenshire Council (2020). For this reason, this policy remains a draft also although we will work within the principles of it from now.

This policy will have a final review once the Aberdeenshire Council Guidance is published.

For information about how this policy has been constructed please refer to [respectme.org.uk](https://respectme.org.uk)