Charleston School

Anti Bullying Policy

Rationale

Aberdeen City Council is committed to providing a safe, supportive environment for all people in its educational establishments. This is supported by the Aberdeen City Council, Education and Children's Services Anti-Bullying Policy (2017), a service wide policy that should be used alongside Aberdeen City Council school policies.

Our Values

Here at Charleston School, we feel that relationships in school should be characterised by respect, kindness and consideration. In Charleston School, we encourage all adults, children and young people to help each other develop positive attitudes and behaviours, and to avoid impacting negatively on the rights of others.

Everyone has the right to feel valued and respected, and to develop self-esteem, a sense of belonging, and a feeling of being safe. Our responsibilities are set out in the **United Nations Convention on the Rights of the Child**. *"Children have the right to be protected from being hurt and mistreated, physically or mentally."* (Article 19)

Charleston School staff model rights and respect in all their relationships: adults-pupils; pupils- adults; pupils-pupils. School staff play an important role in helping young people to develop mature and happy relationships, which is an important part of the curriculum and central to their success in life and school. Schools are places where young people can learn and practice the skills of positive interpersonal relationships. Positive relationships among all members of the school community produce an environment that is conducive to all aspects of learning and without which learning can be greatly impeded. **Charleston School will not tolerate bullying behaviour of any kind**. In line with the Aberdeen City Council, Education and Children's Services Anti-Bullying Policy we understand that bullying behaviour is never acceptable and that Children and Young People have the right to learn in a safe, secure environment.

Article 19: Every child has the right to be protected against physical and emotional harm.

Rights Respecting School

As a Silver Rights Respecting School, Charleston adopts a rights respecting approach to behaviour management, in line with UNICEF's Rights Respecting Schools Award programme. We have both class and school charters agreed mutually by pupils and staff. These are referred to during restorative approach discussions in line with our school behaviour policy. In line with Aberdeen City Council, Education and Children's Services Anti-Bullying Policy we understand that bullying behaviour is never acceptable and that Children and Young People have the right to learn in a safe, secure environment.

Definition of Bullying

"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, 2015).

Further considerations:

- *There does not need to be intent*

- *The behaviour does not need to be persistent, but the threat can be sustained*

- *Bullying is behaviour and impact – never one on its own*

- *Bullying occurs within the context of relationships*

- *Bullying can be verbal, social, physical and emotional or predjudice based; online or face to face.*

- *It is best to avoid labelling and using the terms such as 'bully' and 'victim.'*

There is a difference between bullying and other hurtful behaviour and many disagreements do not constitute bullying behaviour but they still need to be addressed.

Bullying can take many forms. This could be name calling, physical harm or threat of physical harm. It can also include spreading unpleasant stories about someone or deliberate isolation or segregation of an individual or group. Furthermore, any deliberate act which negatively impacts upon a person's mental and emotional well-being could be classed as bullying.

Bullying is NOT:

- a one off fight
- an argument with a friend
- a spur of the moment threat/spiteful comment

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. (RespectMe 2015).

Prevention Strategy

At Charleston we have a whole school approach to bullying prevention. Charleston is a community in which all stakeholders have an interest in developing an atmosphere conducive to learning and social development.

● Bullying behaviour will not be tolerated in Charleston School.

● Senior Management will offer a clear lead and actively support pupils, staff and parents/carers through a restorative and rights respecting approach.

● Positive relationships, ethos and anti-bullying themes are a regular focal point of whole school assemblies, linking to the articles of the **United Nations Conventions of the Rights of the Child**.

● Ongoing Health and Well-being discussions, lessons and the Bounceback programme give children the opportunity to learn and talk about bullying issues, the Anti-Bullying Policy and appropriate responses to bullying, in line with the *Curriculum for Excellence*.

● Staff, pupils and parents/carers will be involved in the development and review of policies and action plans, relating to positive relationships and anti-bullying. Through class discussions with all pupils, discussion at Parent Council meeting and Staff Meetings, Charleston's understanding of what bullying looks like and how it can be prevented and resolved has been ascertained and used to influence the content of this policy.

● Helpline numbers (e.g. ChildLine/NSPCC) are displayed.

● Supervision will be provided, and will be made accessible to children, throughout the day in class, throughout the school and in the playground.

● There is a record keeping system to monitor any incidences of bullying in school.

Consultation Process

The development of this policy has been undertaken over school sessions 2016/2017 and 2017/2018. All pupils had the opportunity through whole school, class, group and individual response, to share their ideas of 'what bullying is' and 'how bullying could be prevented or solved'. The information gathered was collated and analysed by the Health and Wellbeing working group and used to inform the decisions made when creating this policy. Parents were involved in the consultation process through discussions at Parent Council Meetings. There was initial discussion regarding possible prevention and support strategies and also ongoing analysis of drafts of the policy. Staff were involved throughout the development process. The policy was devised by the Health and Wellbeing Working Group which comprised one member of the SMT and 4 teachers. At INSET days at various points in the development process feedback was sought from all staff.

All who work in education and children's services should establish a code of conduct which includes professional responsibilities and behaviour towards colleagues, parents and pupils.

Roles and Responsibilities

Bullying is unacceptable and should never be ignored. Everyone in a school has a part to play in preventing and dealing with bullying. Schools should encourage and support pupils to talk to an adult if they are experiencing bullying behaviour, or if they know bullying is happening and reassure the child that there is no blame attached to them. School should recognise that a child may be worried that things may become worse after disclosing a bullying incident. If someone is hurting them or another person or causing them to worry, they should be encouraged to know that there are people who can help them and whom they can trust and feel comfortable with. It is important that pupils know that there are people who are able to help so that they can have the confidence to talk to an adult. Pupils who have experienced bullying behaviour may need help so that they don't feel ashamed and to recognise that it is not their fault. They should be involved in developing strategies which might work to prevent it happening again. If the bullying does not stop, they should be encouraged to speak to an adult again and they should be supported in recognising that it is achievable for things to be better. It may be appropriate in some cases to encourage pupils to keep a log of incidents.

Staff

All school staff, both teaching and non-teaching, have a duty to report bullying, to be vigilant to the signs of bullying behaviour and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and report the incident to a member of the SMT who will record it on SEEMis.

Senior Leadership Team

The Senior Leadership Team and the Head Teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

Parents and Carers

Parents and Carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents should engage with their children so that they know where they go online (via tablets or phones) through monitoring and supporting their child's online activities. If a parent has a concern regarding bullying behaviour through social media they should report the incident to the social media site and contact Police Scotland.

Parents and carers can report an incident of bullying to the school either in person, or by phoning the school office on 01224 249349.

Pupils

Pupils should not take part in any kind of bullying behaviour and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Policy Implementation and Raising Awareness

This policy will be implemented in partnership with our Rights Respecting Schools work and in line with our Behaviour Management Staged Response System.

It will be shared with pupils through assemblies and class Health and Wellbeing work and with parents via the Parent Council and on the school website.

Staff will visit the policy regularly in staff meetings and individually when appropriate.

Monitoring and Review

The monitoring of the effectiveness of this policy will be ongoing. Incidents of bullying will be tracked following Aberdeen City Council policy and the speed and effectiveness of intervention evaluated. Pupils, parents and staff who have been affected by incidences of bullying will be invited to provide feedback on the effectiveness of the policy and the policy will be amended as appropriate.

The policy will be reviewed annually by Pupil Council, parent and staff focus groups. The review will be widened if issues are identified by these groups.

Curriculum Links

Charleston School, alongside the Lochside Academy ASG, are implementing the 'Bounceback' programme to develop resilience in pupils. Aspects of this programme focus on anti-bullying themes.

In Health and Well-being, pupils and staff explore issues around bullying and promote anti-bullying messages.

Links to Support Agencies

'Education and Children's Services Anti-Bullying Policy' http://www.abernet.org/2017/06/12/education-and-childrens-services-anti-bullying-policy/

'Bullying is Never Acceptable' – http://respectme.org.uk/

'Anti-Bullying Alliance' - https://www.anti-bullyingalliance.org.uk/

'Bullying UK-Family Lives' - https://www.bullying.co.uk/

'Bullying at school' - https://www.gov.uk/bullying-at-school