**Ballater School**

**Anti-Bullying Policy 2020**

Aberdeenshire Council is committed to providing a safe, supportive environment for all people in its educational establishments.

Here at Ballater School we work together to create a positive school ethos where everyone feels secure and valued and where we have respect for ourselves, others and our community. We have a zero tolerance approach to all types of bullying. Our pupils are supported to reach their potential and develop to become responsible, confident, caring individuals who effectively contribute to society.

We understand that bullying is never acceptable, and that children and young people have the right to learn in a safe, secure environment.

Staff, pupils and parents/carers all have a duty in relation to bullying, and expectations in this regard are indicated in

* The Getting it Right for Every Child (GIRFEC) national approach in Scotland

**Article 19**

**You have the right to be protected from being hurt and mistreated in body or mind.**

* Equalities legislation, regulations and guidance
* The United Nations Convention on the Rights of the Chid where bullying behaviour is a breach of the Convention

Bullying is a breach of children’s’ rights, in Scotland bullying is defined as:

**‘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 contexts 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)**

This behaviour can harm people physically and emotionally and, although the actual behaviour may never be repeated, the threat 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 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 (face to face and/or online)
* Being targeted because of who you are or who you are perceived to be (face to face and/or online)
* Prejudiced based bullying, including language that suggests prejudice. (Prejudiced based bullying is when bullying is motivated by prejudice related to perceived or actual differences including racism, sexism, homophobia, biphobia, transphobia or discrimination or prejudice towards disability.)

Prejudiced based bullying can be based on any characteristics unique to a young person’s identity or circumstances and some of these characteristics are protected by law. The protected Characteristics of the Equality Act 2010 makes it unlawful to discriminate against people due to:

**Article 2**

**All children have rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or a girl, what their culture is, whether they have a disability, whether they are rich or poor. No child should be treated unfairly on any basis.**

* Race, ethnicity or nationality
* Disability
* Gender reassignment
* Sexual orientation, including homophobia
* Religion or belief, including sectarianism
* Gender, including sexism
* Age
* Pregnancy and maternity
* Marriage and civil partnership

**Prevention and Communication**

At Ballater School we work with parents and carers in sending a clear message that regardless of personal views targeting a person for these reasons is never acceptable. All pupils, staff, parents and carers have a responsibility for preventing and dealing with the prevention of bullying. Respect lies at the core of our anti-bullying policy and we are all responsible for modelling positive behaviour and relationships which are vital in creating a positive school climate in which we are respectful of everyone in words and actions and look after our community both in and out of school.

In order to tackle the issue of bullying it is essential that everyone within the community is aware that bullying is never acceptable.

In Ballater School we will:

* Raise awareness for all pupils and parent/carers during the annual Anti-Bulling week.
* Have targeted lessons to increase knowledge and understanding of Anti-Bullying policies and procedures.
* Reinforce that bullying is never acceptable through Anti-Bullying lessons in our Health and Wellbeing programmes and whole school assemblies.
* Raise awareness for all staff through annual training refresher sessions of our anti-Bullying policy.
* Share Anti-Bullying policies and related school activities with parents/carers through newsletters.
* Have a dedicated wall display showing pupils work.
* Have a Rights Respecting Schools/Anti-Bullying committee, consisting of pupil representatives from each year group, who will plan a range of events and activities that promote an inclusive and supportive culture, with a clear anti-bullying message.

**Response, Reporting and Monitoring**

In Ballater School we take all incidents of suspected bullying behaviour seriously. If you experience bullying, please speak to any member of staff you trust or post it in your classroom box if you have one. All information will then be shared with the head teacher Mrs Duckworth.

* She will aim to deal with all bullying incidents sensitively, quickly and effectively.
* She will discuss the incident and its impact with you and record all the details.
* If the incident is deemed to have included bullying behaviour, she will inform parents/carers of the children involved.
* The school will work in partnership with families to resolve any issues.
* Every bullying incident is different and as such it is important that each incident is dealt with in a way which is appropriate to those particular circumstances and individuals.
* She will also work with the individual displaying these bullying behaviours in helping them identify the reasons for these behaviours, developing other ways of responding to these feelings and repairing relationships.
* Action will always be taken and will always be accompanied by restorative approaches in finding solutions and repairing relationships.
* She will communicate with you and your parents/carers and provide good quality feedback sharing how she has dealt with the bullying.
* Where required she may take a multi-agency approach and seek advice from outside agencies including our partners in health, social work and the police.
* The school will work with you in building resilience and developing strategies to help you deal with your experience.
* She will record all bullying incidents on the school’s computer system. This allows the school to monitor, analyse and evaluate effectiveness of the school’s policy and procedures.

**Article 12**

**You have the right to give your opinion, and for adults to listen and take it seriously.**

For further reading and information providing help in supporting someone experiencing bullying go to:

<https://respectme.org.uk/resources/>