

Breadalbane Academy



Belonging, Believing,
Breadalbane Academy
Aspiring, Achieving!

Anti-Bullying Policy November 2022

1. What is bullying?

Breadalbane Academy use the following definition of bullying which comes from the 'Anti-bullying Alliance':

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically, verbally, or emotionally either indirectly or directly.

Bullying behaviours can be verbal, physical or cyber and may include:

- Name calling, teasing, putting down or threatening
- Hitting, tripping and kicking
- Stealing and damaging belongings
- Ignoring, isolating, leaving out others and spreading rumours
- Sending abusive messages through social media
- Making people feel like they are being bullied or fearful of being bullied
- Controlling and manipulating behaviour
- Targeting someone because of who they are or are perceived to be. This could be because of their race, ethnicity, religion, sexual orientation, ability, gender.

Sometimes the word 'bullying' is used to mean any sort of unpleasant behaviour between people. Falling in and out of friendships and saying or doing things to others you regret, is usually a part of growing up.

But bullying is completely unacceptable and the school will always respond to it.

2. What are young people's rights?

All young people, have rights to which they are entitled. These are described in the United Nations Convention on the Rights of the Child (UNCRC). One of these is the right *to be protected from being hurt and mistreated, in body and in mind*. During their time at Breadalbane Academy, we want pupils to feel safe, cared for and happy. Although they may have their ups and downs, which are a part of everyone's life, they can expect the school to support them if they become the victims of bullying. Equally, if they are bullying others, they can expect the school to take this very seriously.

In our school values statement, it says 'Everyone in our school community is respected'. It is all of our responsibilities to ensure that this is the case.

3. How does the school prevent bullying?

The first word in our values statement is 'belonging'. All young people should feel that they belong to Breadalbane Academy and Breadalbane Academy belongs to them. By

challenging bullying behaviour whenever we see it, the school will aim to create an environment in which everyone can feel welcome and happy. Young people should never be worried about coming to school because they fear the behaviour of other pupils.

Throughout a young person's time at Breadalbane Primary and Secondary, staff will talk with them about what bullying is and the impact that it can have. This will be covered by class teachers in Primary and will be part of the *Personal and Social Education* programme in Secondary. The school will use a variety of materials, including those of the [Respect Me](#) charity to make young people aware of bullying and what they can do about it. Bullying will also be covered in assemblies, in particular during Anti-bullying Week.

The school will deliver programmes such as [Emotion Works](#) and [Bounce Back](#) to pupils in the Primary and Secondary to support them in developing their resilience so that they can deal with difficult situations such as bullying.

Importantly, we will regularly make sure that all pupils are aware of this policy, including what they should do if they are bullied and what response they can expect.

4. What should a young person do if they feel they are being bullied?

If a young person feels they are being bullied, they can contact any member of staff they feel comfortable talking to. In Primary this may be their classroom teacher, or in Secondary it may be their guidance teacher.

We would always advise that pupils speak to a member of staff first, but if this is not something they are comfortable doing they can ask their parents to raise it with the school.

If parents or carers feel that their child is being bullied at school, they should contact a member of staff in the school:

In primary: the class teacher or Mrs Marshall the Depute Headteacher, primary.

In Secondary: their child's guidance teacher, Mr Davidson, Mrs Glover or Mrs Forrester.

Parents or members of the community, can also email the school at this address: Breadalbane@pkc.gov.uk or phone: **01887 822300**. In both case their concerns will be passed on to the relevant staff members.

If pupils are not comfortable talking to anyone about bullying to begin with, they can place a message in the 'worry boxes' that are located in Primary classrooms and the school library for Secondary. These will be checked at least twice a week, usually on a Monday or Thursday afternoon, by staff and someone will get back to pupils to deal with their concerns sensitively.

5. What will the school do when bullying is reported?

If bullying is reported to staff, they will:

- take note of the concerns and investigate the matter by speaking with the alleged bully as well as any witnesses that have been identified.

- Where appropriate, record discussions so that staff have evidence to support any action that they take.
- Ensure all discussion will be undertaken sensitively, so as to ensure any actions we take will not make a situation worse for the victim.
- Feedback to pupils and parents, allowing them a say on the actions that the school plans to take. We will try to find shared solutions that support young people in regaining a sense of control over how they are feeling.
- Provide advice to young people about what to do next, including keeping in contact with staff should any issues persist. Other supports could include allocating an older pupil as a buddy, arranging for a daily check-in with staff; keeping a diary of events and having an agreed safe location for pupils to attend at times they feel vulnerable.

Due to confidentiality, we will not always be able to go into detail about the actions that are being taken against perpetrators but we promise that in every case where bullying has been established there will be consequences for the pupils concerned, in addition to support to prevent them from bullying in the future.

6. What actions will the school take when bullying has happened?

If a young person is found to have bullied other people, the school will make it clear to them that their behaviour is unacceptable and that there will be consequences for their actions. These will vary in severity depending on each situation and how well those bullying have responded throughout the process.

If a young person is accused of bullying, we will ensure that they are dealt with fairly and consistently and that they are allowed to express their views on the situation.

If we consider that a pupil has been bullying, we will support them to change their behaviour. This will involve a restorative approach where we get them to consider the impact of their behaviour on others. With the agreement of the victim, we may bring them together with the victim to discuss what has happened and to help the perpetrator understand how their behaviour has affected others.

There are a range of consequences that the school may put in place, depending on the situation. These could include:

- Contact with parents/carers
- undertaking learning sessions on a 1:1 basis or in small groups looking at their behaviour and its impact
- detentions
- entering the incident(s) in the school 'bullying log'
- temporarily withdrawing pupils from classes
- temporarily excluding pupils from school
- referring pupils to external agencies for more specialised support

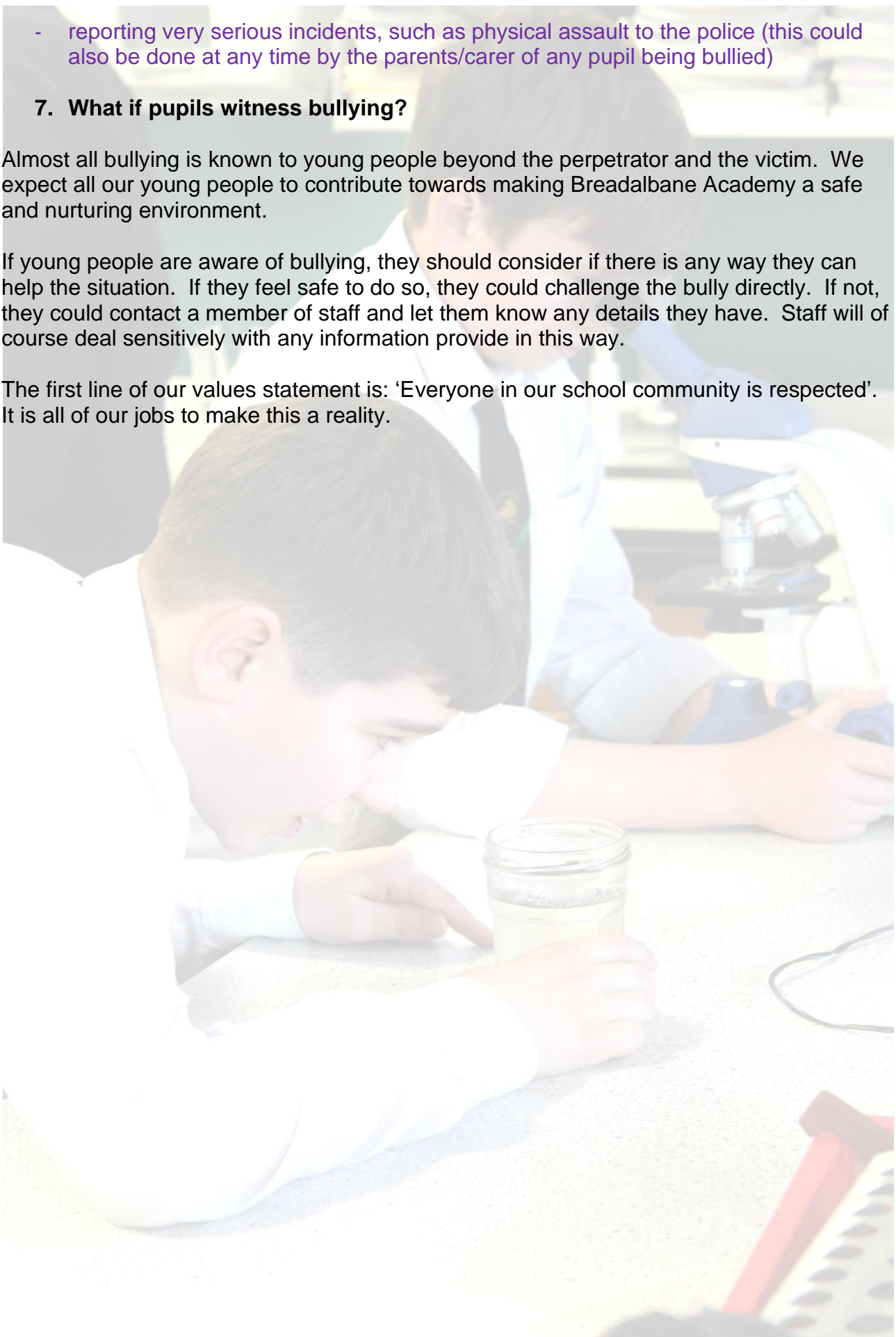
- reporting very serious incidents, such as physical assault to the police (this could also be done at any time by the parents/carer of any pupil being bullied)

7. What if pupils witness bullying?

Almost all bullying is known to young people beyond the perpetrator and the victim. We expect all our young people to contribute towards making Breadalbane Academy a safe and nurturing environment.

If young people are aware of bullying, they should consider if there is any way they can help the situation. If they feel safe to do so, they could challenge the bully directly. If not, they could contact a member of staff and let them know any details they have. Staff will of course deal sensitively with any information provide in this way.

The first line of our values statement is: 'Everyone in our school community is respected'. It is all of our jobs to make this a reality.



Appendix 1

Advice to Pupils: Not sure you are being bullied?

There may be times when you feel you are being bullied because other young people are being unpleasant to you but which the school will not consider as bullying.

These may be cases where you have fallen out with people who until recently have been your friends. In such cases, you may also find that other young people are also accusing you of bullying them.

Although falling out with friends can happen, the school recognises that it is something that you may find very hard indeed to deal with and staff will try to support you and others involved to get through such difficult times.

However, if you answer 'yes' to one or more of the following questions, it is very possible that you are the victim of bullying:

Are people making you feel bad because of who you are?

Are the people doing this unknown to you or outwith your friendship group or year?

Do you feel that you are being ganged-up on by a group of other pupils (this could also be online)?

Is this something that the same person or people have been doing over a period of time?

Have you been mocked because of your race, gender, a disability, or your sexual orientation?

Have other pupils been violent towards you?

Whatever happens, every incident will be taken seriously and no concern is ever too small to help you with. It is always better to share, so please speak to any adult in school who you feel most comfortable talking to.