



MONIFIETH HIGH SCHOOL- Anti Bullying Policy

Respect, Fairness, Kindness

Monifieth High School Anti Bullying Policy

At Monifieth High, our values are Respect, Fairness and Kindness. We are committed to providing a safe and inclusive learning environment for all students. Bullying is a serious issue that affects the well-being and educational experience of students. We believe that every young person has the right to be respected, valued, and protected from all forms of bullying.

Our anti-bullying policy is guided by the principles outlined in the United Nations Convention on Rights of the Child and in line with the Angus Council's Anti Bullying Policy. Furthermore, guidance that has been pivotal in creating this policy can be found at *Respect For All- The National approach to Anti- Bullying for Scotland's Children and Young people*.



Article 2

The Rights of the Child apply to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

What is bullying?

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 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)

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

Bullying behaviours can be described as verbal, physical or online and can include;

- Name calling, teasing, put downs and threats
- Hitting tripping, poking, kicking
- Stealing or damaging belongings
- Ignoring, isolating/leaving out others and spreading rumours
- Sending abusive/inappropriate messages/images via Social Networking
- Making people feel that they are being bullied
- Targeting others because of perceived differences



This behaviour can harm people physically or emotionally and, although the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions such as looks, messages, confrontations, physical interventions, or the fear of these. This is not an exhaustive list, and it is important to consider impact, intent and persistence when defining bullying behaviour.



Prejudice-based Bullying

Bullying behaviour may be as a result of prejudice that relates to perceived or actual differences. In the Scottish legal system, these are referred to as 'hate incidents' and if a crime is committed then 'hate crime'. The protected characteristics under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

Other prejudices not listed in the Equality Act 2010:

- Additional Support needs
- Asylum seekers and refugees
- Body image and physical appearance
- Care Experienced Young people
- Gender identity
- Gypsy/ travellers
- Intersectionality
- Sectarianism
- Socio-economic prejudice
- Young Carers



Online Bullying

For a young person experiencing online bullying it can be hugely difficult and partnership working between parents/carer and school is vitally important. At Monifieth High school, we promote the safe and responsible use of mobile devices and social media through our PSE curriculum. We offer guidance to parents and young people on how to keep pupils safe online and signpost appropriate services to support young people and their families. Where appropriate we liaise with our partners in Police Scotland and other agencies regarding online bullying.

Examples of online bullying include:

- Text messages or emails or messages on teams that are derogatory and / or abusive;
- Rumours sent by email or posts on social media sites,
- Publication of embarrassing pictures or video clips on social media; Publication of fake profiles on social media sites
- Peer on peer- peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age
- Group Chats- being part of a chat where young people are abused and/or threatened

“Group chats can be a source of bullying behaviour and cause anxiety and stress to those on the receiving end of bullying behaviours. Young people can be added to group chats, and this can lead to a huge number of comments being directed at a young person.”



Principal Teacher Pupil Care and Support

Roles

Everyone in the Monifieth High community plays an important role in promoting respectful relationships and creating a positive learning environment for all. Around the school there are visual reminders that promote the anti-bullying message and signpost different supports a young person can access. Our Personal Support and Health Education lessons covers issues such as bullying, prejudice and healthy relationships and throughout the school year we have inputs from our partners around these issues, so we ensure we are sharing the most relevant information to the young people. All adults interacting with young people have a role to play in establishing positive relationships that promote healthy social and emotional development.

Pupils will:

- treat everyone with respect, fairness and kindness
- recognise their own responsibility in dealing with and preventing bullying behaviour
- report incidents of bullying and discrimination, and support each other to have positive relationships

Staff will:

- treat everyone with respect, fairness and kindness
- create a positive ethos and a safe environment and ensure young people feel listened to
- challenge and report bullying behaviour to the appropriate PT Pupil Care and Support

Parents and Carers will:

- Listen to their young person and promote the values of respect, fairness and kindness
- Communicate concerns with the child's Pupil Care and Support (Guidance) teacher
- Be mindful of their child's online safety and communications



What we do if bullying is reported?

We want Monifieth High to be a kind, empathetic and inclusive school, where young people feel safe and confident in the knowledge that bullying behaviour will not be tolerated. If bullying behaviour is reported we will endeavour to respond in an appropriate, supportive and timely manner.

In most cases it will be the young person's pupil care and support teacher who will support a young person and investigate any concerns around bullying.

Principal Teachers of Pupil Care and support will:

- Listen to the young person in a non-judgemental and fair way.
- Take account of the pupil's past experiences, any additional support needs or protected characteristics
- Obtain details of the alleged incident (s)
- Discuss what he or she would like to happen.
- Obtain further details from witnesses as appropriate
- Discuss the allegation with the person allegedly displaying bullying behaviour
- Discuss appropriate next steps with House Head
- Communicate with both parties parents and carers and share next steps.
- Record instances of bullying behaviour using SEEMIS "Bullying & Equalities Module"
- Monitor and review incident after 3 weeks to ensure a positive resolution

Every term at the Joint house meetings, the SEEMIS "Bullying & Equalities Module" records will be reviewed to identify any patterns and/or common themes that are emerging.

*In cases where the young person feels they are being bullied but from the investigation it is not clear who is involved, it will be recorded in the "Bullying & Equalities Module" and monitored in case there are further instances.



Article 12

You have the right to have your views considered and taken seriously.



MONIFIETH HIGH SCHOOL

Respect, Fairness, Kindness

Helping everyone to be happy, healthy,
resilient and responsible