



# ANTI-BULLYING POLICY: BULLYING PREVENTION AND MANAGEMENT FOR EDUCATIONAL ESTABLISHMENTS

<b>Policy Status</b>	
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<b>Policy Sponsor</b>	Inclusion Equity and Wellbeing Team
<b>Authorised by</b>	Vincent Docherty Head of Education and Chief Education Officer
<b>Approval Date</b>	Education and Children's Services
<b>Review Date</b>	Education & Children's Services Committee
	March 2022
	March 2025

## 1. Policy Statement

The Scottish Government is committed to supporting and promoting Children's rights under the United Nations Convention on the Rights of the Child. The Education (Additional Support for Learning) (Scotland) Act (2009) requires Authorities to reduce barriers to learning. Aberdeenshire Council is obliged to meet the requirements of The Equality Act (2010) equalities legislation which protects individuals from unfair treatment and promotes a fair and more equal society.

This policy has been informed by Respect for All: A National Approach to Anti-Bullying for Scotland's Children and Young People (2017) and has been shaped by the National 'Getting It Right for Every Child' (GIRFEC) framework.

This anti-bullying policy replaces previous anti-bullying guidance, policies and procedures adopted by Aberdeenshire Council, and those developed by individual establishments.

In accordance with Scotland's National Anti-Bullying Service; 'Respectme', Aberdeenshire Council Education and Children's Services define bullying as the following:

*'Bullying is both behaviour and impact; the impact is on a persons 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.'*

Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People 2017

A further exemplification of bullying from the same document states that bullying 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, looks, messages, confrontations, physical interventions, or the fear of these.'*

Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People 2017.

Bullying is considered to be a breach of the UN Convention on the Rights of the Child.

Aberdeenshire Council shares the view that:

*'Bullying of any kind is unacceptable and must be addressed quickly. Bullying should never be seen as a typical part of growing up.'*

Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People 2017

## **2. Scope**

This policy was originally shaped and influenced by the Youth Commission in collaboration with an Advisory Panel. Research conducted identified existing good practice and informative data which was fundamental to the development of this policy. The links to relevant guidance documents can be found in Section 4 which will assist staff in preventing and managing bullying behaviour within educational establishments

The scope of this policy extends to all establishments and to all practitioners working within Education. This policy applies to all instances of bullying behaviour within establishments, between learners. This policy applies to all instances of bullying behaviour which impact on a child or young person's attendance or engagement to their learning or the learning environment.

This policy includes, but is not limited to, bullying and harassment on the grounds of Disability, Race, Sexual Orientation, Gender, Gender Reassignment and Religion, pregnancy and maternity, marriage and civil partnership and age. It is also recognised that bullying can be prejudiced based. This is where bullying behaviour is motivated by prejudice based on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance.

## **3. Principles**

This policy aims to provide guidance for Education staff, partners and stakeholders in preventing and responding to incidents of bullying behaviour.

All children and young people have the right to learn in an environment that is free from bullying. In working to provide this, they should be enabled to fully develop the skills and confidence needed for life, work and for learning.

Schools must establish and publish an anti-bullying policy. This anti-bullying policy must reflect six key areas in providing an appropriate and robust approach to the prevention and management of bullying. These are:

- Stance - Bullying in any form is unacceptable
- Definition -Bullying can be verbal, physical, emotional and cyber. It can be persistent or one off
- Prevention - Work to educate and raise awareness
- Communication - Communicating efforts to prevent and respond to incidents
- Response – adopt the ‘6 step approach’
- Reporting and Monitoring – The Bullying & Equalities (B&E) module within SEEMIS Click+Go should be used to record incidents of bullying in schools:

#### 4. Related Links

1. This should be read in conjunction with the Aberdeenshire Anti-bullying Guidance: Bullying Prevention and Management in Educational Establishments 2022
2. [Respect for All: national approach to anti-bullying - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2022/02/Respect-for-All-national-approach-to-anti-bullying-2022.pdf)
3. Included Engaged Involved Part 2:  
[Included, engaged and involved part 2: preventing and managing school exclusions - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2022/02/Included-engaged-and-involved-part-2-preventing-and-managing-school-exclusions-2022.pdf)
4. Bullying & Equalities: Recording and Monitoring Bullying Incidents in Schools (RAMBIS)- Aberdeenshire Bullying and Equalities Reporting Guidance (internal document)
5. [Supporting Transgender Young People in Scottish Schools: Guidance for Scottish Schools](https://www.gov.scot/resources/documents/2022/02/Supporting-Transgender-Young-People-in-Scottish-Schools-Guidance-for-Scottish-Schools-2022.pdf)
6. Anti-bullying training opportunities can be viewed at:  
[respectme Book respectme trainingrespectme](https://www.respectme.org.uk/training)

## 5. Index of Documents

### a) Policy

Revision Date	Previous Revision Date	Summary of Changes
February 2022	2018	Definition of Bullying has been amended in line with National guidance. Reporting and Monitoring procedure for Aberdeenshire has been added. Reference to Transgender related bullying; in accordance with National Guidance on Supporting Transgender Young People in Scottish schools 2021 was also added.

### b) Distribution

Name	Title