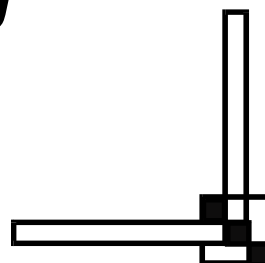


Anti-Bullying



The following policy statement forms part of the policy on the health promoting school and establishment.

1 RATIONALE

- 1.1 Bullying is prevalent and pervasive throughout society. It happens in many contexts, including schools. Educational establishments are well placed to tackle this at an early stage by working in partnership with parents and other key agencies.
- 1.2 Research indicates that the majority of young people are not bullied but for a significant minority who suffer, the negative effects are both immediate and long-term. Children who are bullied lose confidence and develop feelings of inadequacy, unworthiness and low self-esteem. As adults they can experience difficulty with relationships and may have mental health problems.
- 1.3 The purpose of schools is to promote effective learning and teaching. Bullying affects the ability of many young people to achieve. Taking effective action to limit the extent and the damaging effects of bullying supports quality improvement in education.

- 1.4 Everyone has a right to work and learn in a safe environment free from harassment and fear.

2 DEFINITION OF BULLYING

- 2.1 Bullying is repeated oppression, psychological or physical, of a less powerful person by a more powerful person or groups of persons. It can take many forms. These include physical and verbal aggression, intimidation, threats, extortion, pressurising, name-calling and marginalisation.
- 2.2 It is unhelpful to use the terms “bully” and “victim” as they involve labelling. Rather, reference should be made to “bullying behaviour” and “bullied child or person”.

3 AIMS OF THIS POLICY

The purpose of this policy and accompanying guidelines is to support establishments in implementing positive anti-bullying strategies and meet required standards in dealing with bullying behaviour.

4 STATEMENT OF COMMITMENT AND POLICY PRINCIPLES

4.1 Argyll and Bute Council Community Services - Education will not tolerate any form of bullying within its educational establishments. It is committed to eliminating bullying from its establishments.

4.1 All educational establishments will be health promoting ensuring that ethos, policies, services and extra-curricular activities foster mental, physical and social well-being and healthy development.

4.2 Establishments will promote an ethos of equality, fairness and mutual respect where all members of its community will take responsibility for reporting and challenging bullying behaviour.

5 ESTABLISHMENT POLICIES AND IMPLEMENTATION

5.1 Every school, pre-five and community education centre will produce, implement, monitor and review a policy on dealing with bullying in line with Argyll and Bute Council advice.

- 5.2 Establishments will consult with staff, pupils, parents and other users in the preparation, further development, monitoring and review of their policy. The content will be communicated at public and parents' meetings, through special anti-bullying initiatives and via written communication, including a reference to the policy within the establishment handbook. Copies of the policy should be made available to parents and all users of the policy.
- 5.3 Establishments will ensure that staff, pupils, young people and parents are fully conversant with the requirements of their anti-bullying policy and that its terms and implications are discussed on a regular basis.
- 5.4 Establishments will take necessary steps to ensure that individuals comply with the terms of the policy.
- 5.5 All educational establishments will follow Community Services – Education's guidelines on dealing with incidents of bullying.
- 5.6 All reported incidents will be taken seriously, investigated and appropriate action taken.
- 5.7 All establishments will ensure that they have systematic arrangements in place for recording incidents of bullying in line with Argyll and Bute Council advice.
- 5.8 Records will be kept using the Community Services – Education's bullying incidents recording form and copied to the Head of Service at the end of each session. Nil returns are also required. Guidance on which incidents are to be recorded and procedures to be followed are provided in the guidelines.

- 5.9 Establishments will ensure that those who have been bullied will receive appropriate support and protection from further abuse.
- 5.10 Establishments will help those who engage in bullying behaviour to understand the impact of their behaviour and support them to change it.
- 5.11 Establishments will include the theme of bullying in programmes of personal, social and health education at appropriate stages.
- 5.12 Establishments will review their practices to identify factors which might allow or encourage bullying and to ensure that the distribution and use of power does not model bullying.
- 5.13 The above guidance is provided in the knowledge that most establishments have in place well developed policy on anti-bullying and appropriate strategies for implementation. Where this is the case this policy and supporting guidelines should be used to review existing policy and practice.

6 MANAGEMENT AND CO-ORDINATION

- 6.1 All establishments will identify a senior member of staff whose responsibility it will be to oversee the policy and its implementation, responses to, and recording of, incidents and the development of a positive ethos.
- 6.2 Within the education service the remit for anti-bullying is shared by:
- Heads of Service for Primary and Secondary Education
 - Community Education Managers
 - the Quality Improvement Officer for personal, social and health education.

7 STAFF DEVELOPMENT AND TRAINING

- 7.1 It is important that **all** staff are aware of the anti-bullying policies of Argyll and Bute Council and their establishment.
- 7.2 To ensure consistency in the implementation of policy all staff should be offered training on tackling bullying.
- 7.3 The education service will provide ongoing training and staff development opportunities on anti-bullying and the promotion of positive relationships and behaviour.

8 SUPPORT FOR ESTABLISHMENTS

This is provided by the education service and is detailed in the guidelines, which support this policy.

9 MONITORING

- 9.1 The policies of schools, pre-five and community education centres will be subject to review by Heads of Service, Community Education Managers and Quality Improvement Officers.
- 9.2 Community Services – Education will monitor incidents of bullying to determine action required and how best to support establishments.
- 9.3 Establishments will put in place procedures to monitor and review the effectiveness of policies.

10 POLICY REVIEW

This policy will be reviewed every three years.

This policy will be reviewed in session 2006/07