

What We Do When Bullying Occurs

Pupils who experience bullying or discrimination will be listened to and supported.
Pupils who engage in bullying behaviour or discrimination will be treated fairly and consistently.
Depending on the severity and nature of the incident a combination of the following actions may be taken:

- implementation of the school behaviour system
- involvement of parent/carer
- referral to a partner service
- implementation of child protection procedures

Victims of bullying and discrimination will be supported in the following ways:

- reassured that they do not deserve this and it is not their fault
- assured that it was right to report the incident
- encouraged to talk about how they feel and try to ascertain the extent of the problem
- supported to make choices about how the matter may be resolved
- helped to identify strategies for being safe and staying safe
- reminded to report immediately any further incidents
- reassured that it can be stopped and that staff will persist with intervention until it does

Pupils who have displayed bullying behaviour will:

- be interviewed and listened to about their version of events
- have the message reinforced that bullying is not acceptable, and that it is expected to stop
- be reminded that it is right for pupils to let us know when they are being bullied
- have the causes of their behaviours understood and addressed
- receive sanctions under our school's Behaviour Policy
- be advised that checks will be made to ensure that bullying stops
- be advised that parents will be informed
- be advised that if the behaviour does not stop sanctions will be escalated

Reporting and Recording Incidents

- pupils who have been bullied should report this to a member of school staff
- pupils who see others being bullied should report this to a member of school staff
- members of staff who receive reports that a pupil has been bullied should report this to the depute head teacher
- reports of bullying are logged by the depute head teacher
- records are kept by the depute head teacher



Stenhouse Primary School

Equalities Policy



Stenhouse Primary School's Values

Our shared values form the basis of our positive school ethos. Within our wider school community, we promote tolerance and understanding and value diversity.

All pupils and staff have the right to feel happy, safe and included.

We promote equality of opportunity for all and we work actively towards eliminating all forms of bullying and discrimination.

We recognise the effects that bullying and discrimination can have on pupils' feelings of worth, on their school work and in the community. We actively foster good relations between diverse groups and individuals.

We recognise that certain individuals and groups in society experience disadvantage, prejudice or discrimination on account of their age, disability, ethnicity, gender, gender change, looked-after status, pregnancy or maternity, religion or belief, sexual orientation and socio economic status or any combination of these.



Definitions

Bullying

Bullying is an abuse of power that is defined by its effects. People who are bullied are upset by something someone else has done or said to them or about them. They are likely to fear that this will happen again and feel powerless to stop it. It can make them feel frightened, threatened, left out and hurt. Just because someone doesn't realise how hurtful their behaviour is doesn't mean it is not bullying.

Bullying is also a breach of children's rights under several articles of the Convention on the Rights of the Child.

Cyber-bullying is bullying behaviour that takes place via mobile phone or over the internet through emails, instant messaging and social networking websites.

"Bullying ... can make you feel frightened, threatened, left out and hurt. Something only needs to happen once for you to feel worried or scared to go to school or other places you enjoy going to. Just because someone doesn't realise how hurtful their behaviour is doesn't mean it's not bullying"
(Respectme)

Equalities

We use the legal definition of 'equalities' which gives protection to people who have specific characteristics - for example being gay, lesbian or bisexual or from a minority ethnic group or disabled or old. It also includes boys and girls and anyone undergoing gender change, as well as those of particular faith groups. The Equality Act 2010 defines these as 'protected groups'. Looked-after children, young carers and children and young people from poor backgrounds are also included as equalities groups.

Racism

The Council uses the same classification as Police Scotland, taken from the MacPherson report on the Stephen Lawrence Inquiry that took place in 1999, i.e.

"A racist incident is any incident which is perceived to be racist by the victim or any other person"

While this is not definitive, it requires all allegations to be treated seriously from the outset, investigated and if substantiated dealt with and then recorded. This approach is in line with our anti-bullying procedures and all forms of identity-based bullying.

Responsibilities

Pupils are expected to:

- report all incidents of bullying and suspected incidents
- support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school
- create a Class Charter outlining their Rights and Responsibilities

Teachers are expected to:

- treat all allegations seriously and report instances to the depute head teacher
- regularly address bullying within the health and wellbeing curriculum
- promote diversity within the curriculum
- facilitate the creation of a Class Charter by pupils

Parents can help by:

- supporting our equalities policy and procedures
- encouraging their children to be positive members of the school community
- discussing with their child's teacher, depute or head teacher any concerns that their child may be experiencing
- helping to establish an anti-bullying culture outside of school
- speaking to the senior management team if their concerns are serious and ongoing



Concerns, complaints and feedback

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we ask that this be brought to the Head Teacher's attention. If the Head Teacher cannot resolve these concerns informally, parents can raise their concerns more formally by writing to the Head Teacher.

If early resolution at this stage is not achieved, then the matter should be referred to the Council's *Advice and Conciliation Service*.

We are also pleased to receive compliments and positive feedback from parents when things have gone well.