

**Echt School Anti-Bullying Policy**

Staff, parents and pupils want Echt School to be a safe and enjoyable place to learn. We believe that bullying in any form is intolerable and unacceptable. Parents/carers, pupils and teachers have a responsibility to work in partnership to maintain a high standard of behaviour and an environment free from bullying behaviour. Echt School and Aberdeenshire Council believe that everyone should be treated equally and with respect.

Bullying takes place when the actions of an individual or group of people cause harm to someone by taking advantage of an imbalance of power within a relationship (whether perceived or real). Bullying behaviour is abusive. Bullying behaviour is often displayed as a result of past experiences which affect and impact on current actions. Bullying can be verbal, physical, mental/emotional or cyber. It can be intentional or unintentional, direct or indirect, persistent, or a one-off incident.

People who experience bullying behaviour feel vulnerable and/or socially isolated.

This policy links to the following articles from the UNCRC (UN Convention for the Rights of the Child).

* Article 2 (non-discrimination)
* Article 3 (best interests of the child) The best interests of the child must be a top priority in all decisions and actions that affect children
* Article 12 (respect for the views of the child
* Article 19 (protection from violence, abuse and neglect)
* Article 23 (Children with a disability)
* Article 31 (Leisure, play and culture)

**Prevention**

At Echt School we work together to prevent bullying. We do this by:

* Working to raise awareness amongst pupils, staff and parents/carers
* Working to educate pupils, staff and parents/carers about what to do when bullying behaviour is displayed, and how to support those involved.
* Providing access to training and key information for staff.
* Following a Rights Respecting Approach addressing survival rights, development rights, protection rights and participation rights.
* Encouraging pupils to follow **5** tips to prevent bullying;
1. Don’t ignore it when you see it.
2. Let the bully know their behaviour is wrong or ask them to stop (but be respectful when talking to them).
3. Quietly let a teacher know what is happening.
4. Ask a trusted adult for help (could be someone out of school, in school or a parent).
5. Treat others how you would like to be treated (role model respectful behaviour).
* Promoting and acknowledging kindness, dignity and relevant school values such as respect, teamwork and inclusion.
* Peer mediation in the playground.
* Creating a positive and safe climate within the school.
* A sense of belonging and connectedness.
* Involvement in decision making generally, including anti-bullying policy and practice.
* Opportunities for challenge and success.
* Recognition of achievement.
* Dignity maps around the school.

**Communication**

Communication between school and home is essential to dealing with instances of bullying effectively. If parents or carers believe their child is experiencing bullying they should contact the school as soon as possible. Likewise, if staff become aware of bullying within the school, they will make parents and carers aware of the situation and the actions taken to resolve it.

**Our Response to incidents of bullying**

At Echt, we deal with instances of bullying in using the following approach.

1. Record the Incident

2. Speak to the individuals involved – it is important we have as much information as possible from those involved

3. Speak to parents

4. We use a restorative approach to have open and honest conversations and resolve differences. Pupils may be asked to complete a reflection activity as part of this process.

5. Monitor the situation

6. Review whether the situation has been resolved.

**Reporting and Monitoring**

Incidents of bullying are recorded within each pupils’ confidential file. The school completes an annual return to Aberdeenshire Council on the number of incidents of bullying each year. Our Pupil Council and Rights Respecting group play an important part in raising awareness of bullying in all its forms.