

# Kinross High School

## Anti-Bullying Policy

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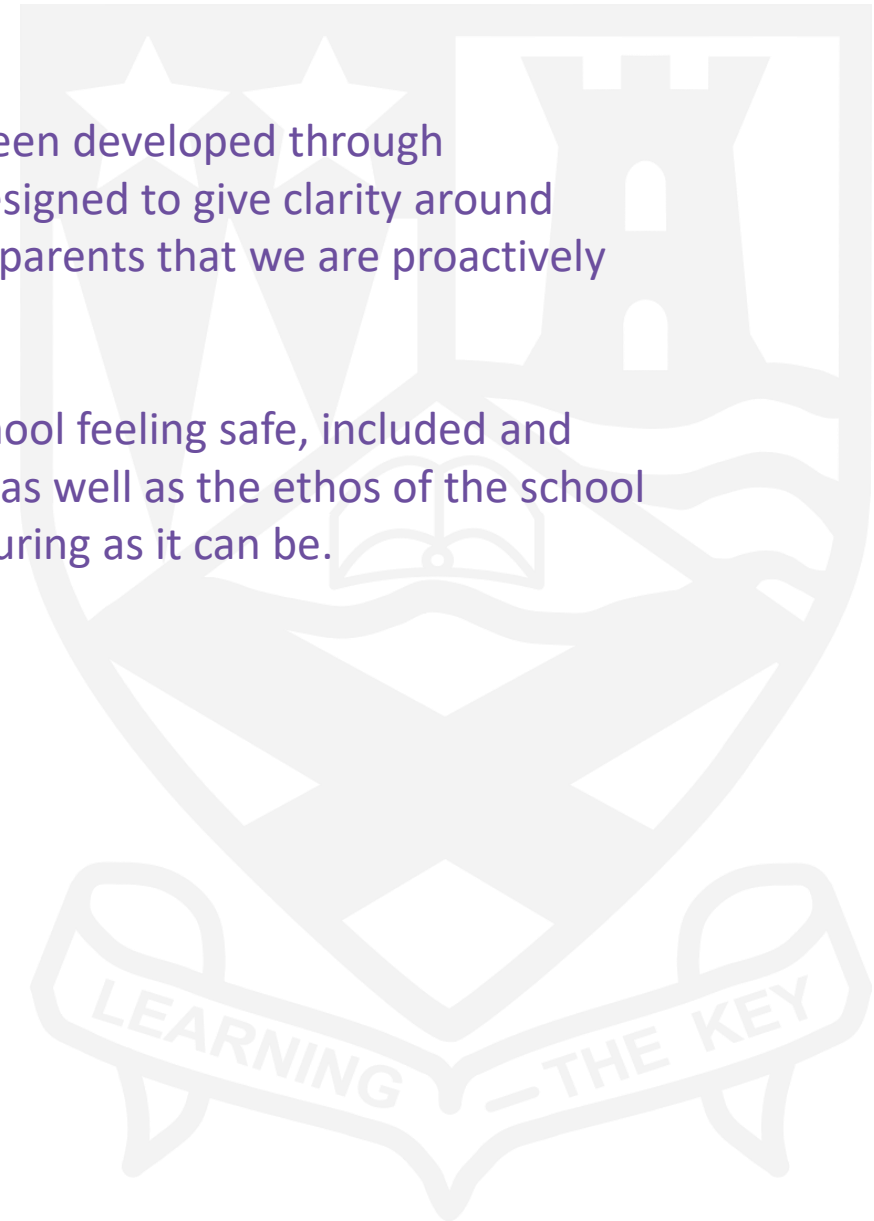
Responsible  
Compassionate



# Introduction

This policy has been informed by the PKC anti-bullying strategy, and has been developed through stakeholder engagement involving pupils, parents and school staff. It is designed to give clarity around expectations of behaviour and procedures, and reassurance to pupils and parents that we are proactively tackling bullying and that it is not something that will be tolerated.

We strongly believe that every child and young person should come to school feeling safe, included and respected. We recognise the impact that bullying can have on individuals as well as the ethos of the school and will work with all partners to ensure we our school is as safe and nurturing as it can be.



# Culture

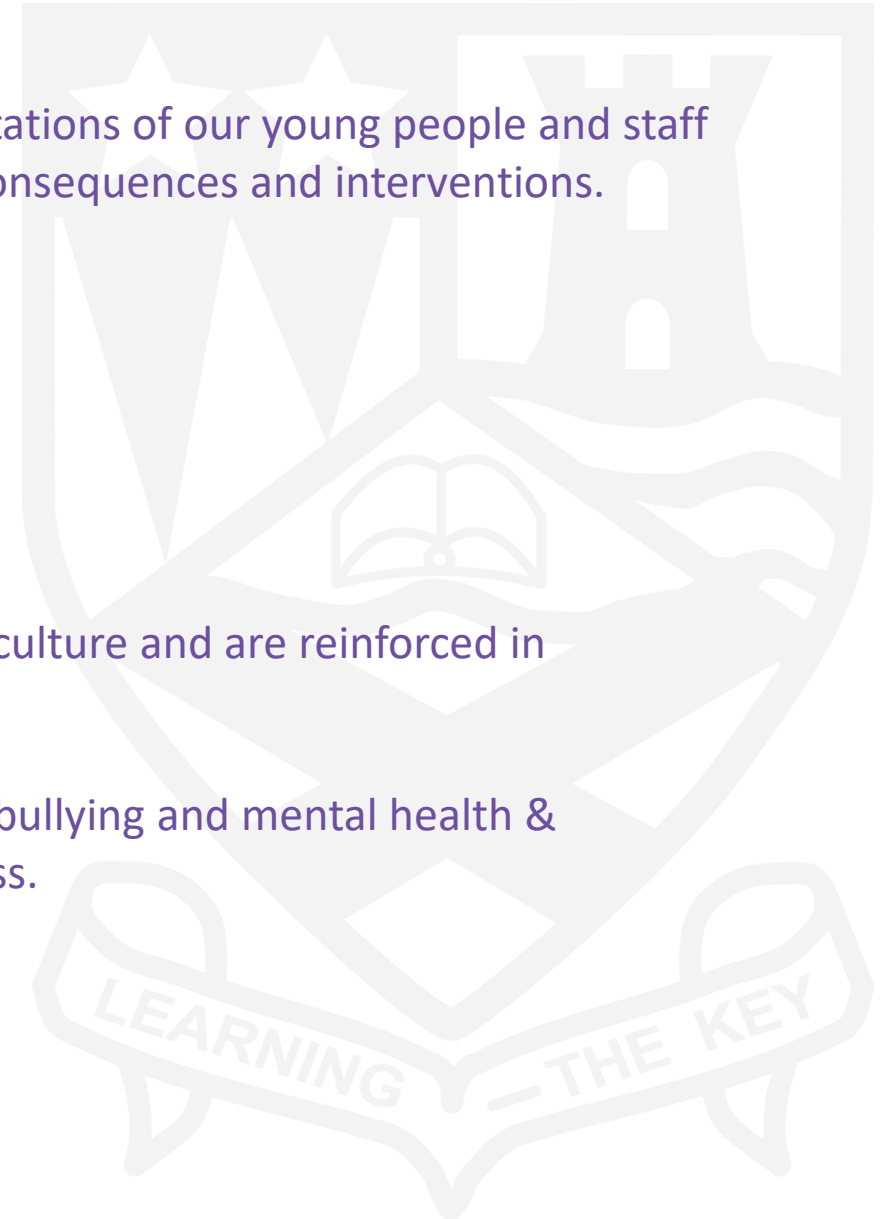
Our Relationships Policy is effective and robust and outlines the expectations of our young people and staff in our school. It includes information on merits, demerits, supports, consequences and interventions.

Our school values are:

- Ambitious
- Responsible
- Resilient
- Compassionate

These values have been chosen to help create a positive and inclusive culture and are reinforced in assemblies and in classes.

Principal Teachers of Pupil Support will use PSE to cover relationships, bullying and mental health & wellbeing to educate children and young people on respect and fairness.



# Definition

“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” (Scottish Government, 2017)

It is important to reiterate that for something to be classed as bullying there needs to be an **action** and an **impact**.

Examples of bullying **actions**:

- Name calling
- Unkind comments
- Violence
- Threats
- Abusive messages online
- Deliberately excluding others
- Taking personal belongings

Examples of **impacts** of bullying:

- Low self-esteem
- Hurt feelings
- Feeling offended
- Feeling frightened
- Poor mental health
- School absence

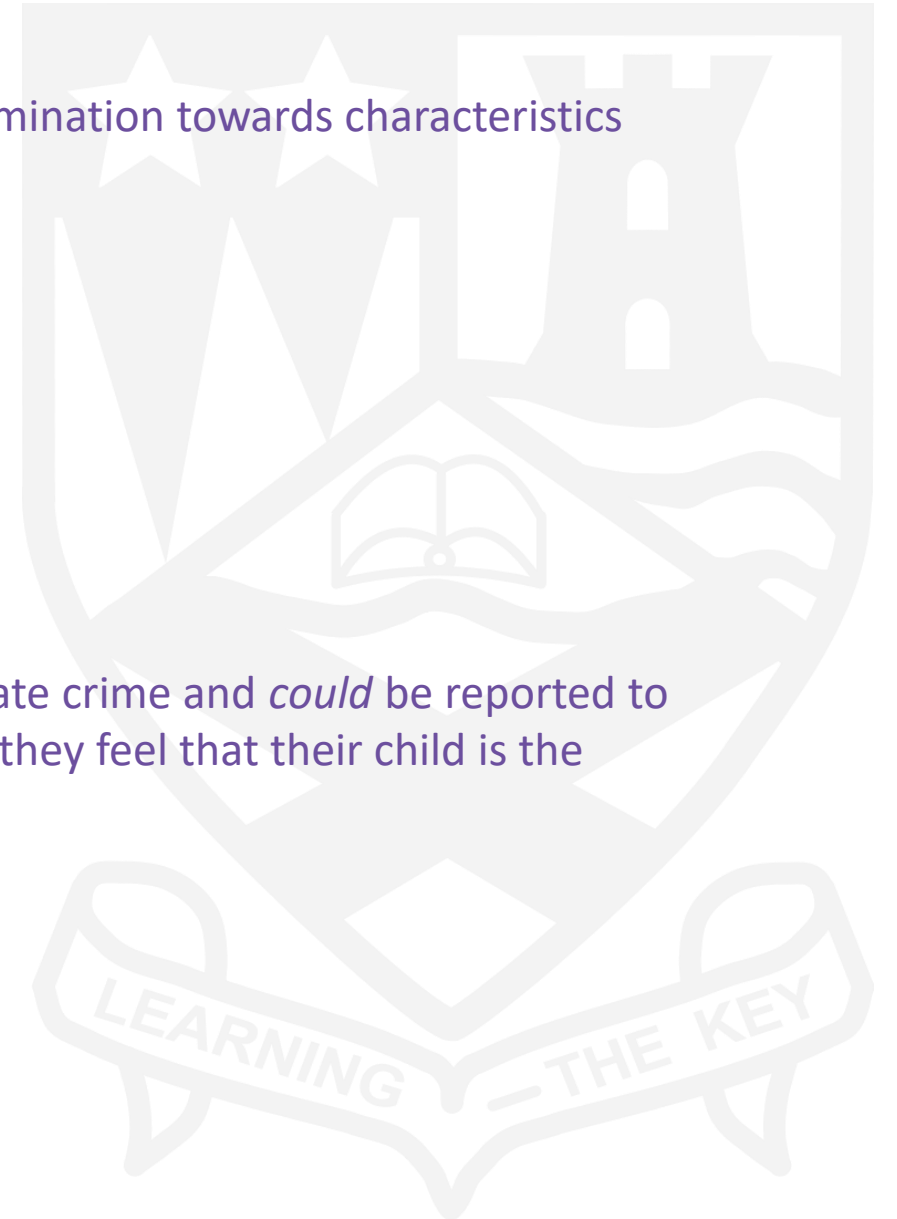
Bullying is usually a repeated action rather than a one-off incident. Children and young people can sometimes do or say unkind things however they are not always bullying.

# Prejudice-based bullying

The Equality Act 2010 provides protection against direct and indirect discrimination towards characteristics such as:

- **Disability**
- **Sex**
- **Gender identity**
- **Sexual orientation**
- **Race**
- **Religion**

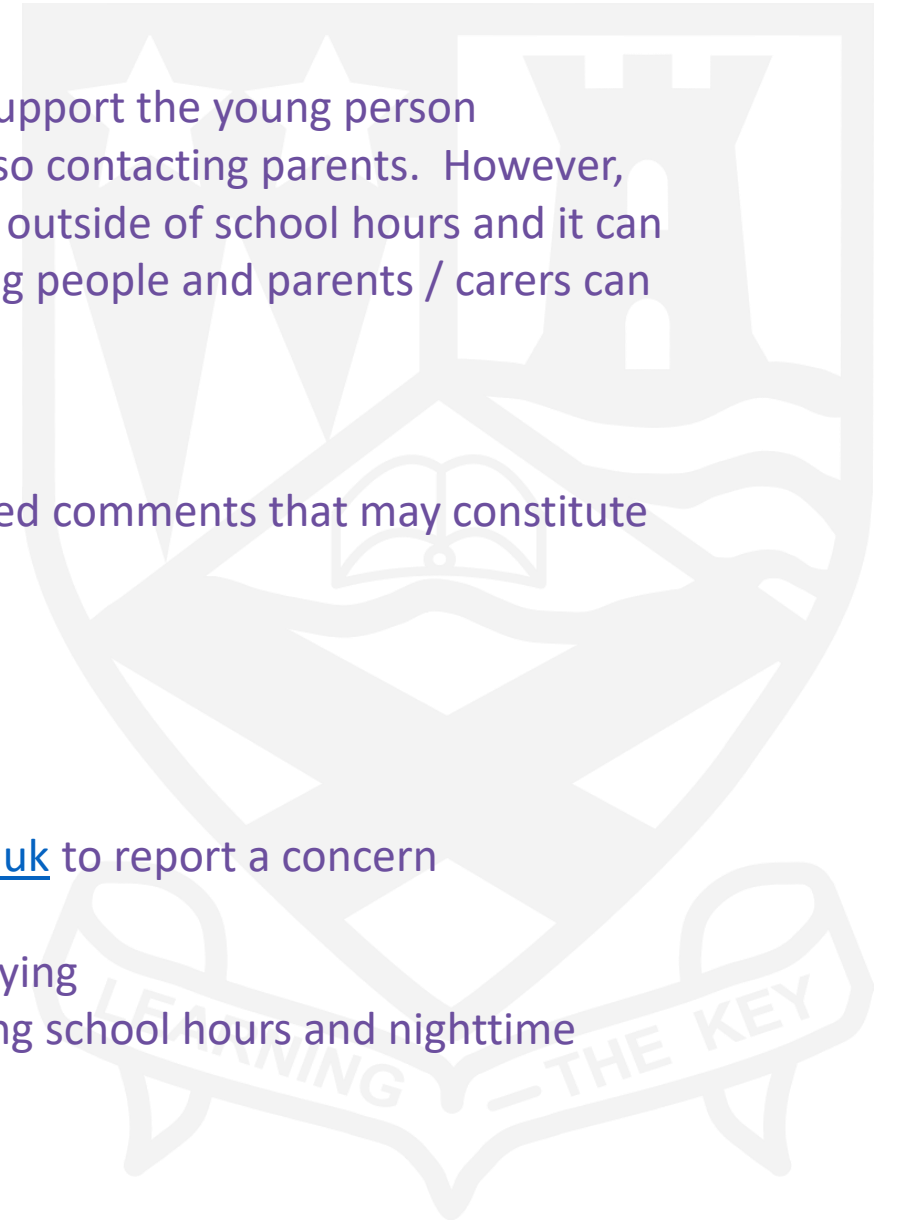
Instances of bullying in relation to any of the above may be considered a hate crime and *could* be reported to Police Scotland. Parents / carers may also choose to report to the police if they feel that their child is the victim of a hate crime



# Online bullying

When bullying takes place online and involves any of our students we will support the young person experiencing bullying and the person displaying bullying behaviour while also contacting parents. However, there are limitations as to what we can do when bullying takes place online outside of school hours and it can often be difficult to prove who has posted what. In instances like this, young people and parents / carers can explore the following:

- Contact the website / social media platform and block the perpetrator
- Contact the police if there are threats of violence and / or prejudice-based comments that may constitute a hate crime
- Keep screenshots with dates / times etc as evidence
- Ensure social media accounts are set to “private” rather than “public”
- Contact Childline at [www.childline.org.uk](http://www.childline.org.uk) for support and advice
- Explore advice from RespectMe at [www.respectme.org.uk](http://www.respectme.org.uk)
- Contact Child Exploitation Online Protection (CEOP) at [www.ceop.police.uk](http://www.ceop.police.uk) to report a concern
- Take time away from online devices regularly
- Download the “Safer Schools” app which can provide advice around bullying
- Explore parental controls as a way to control access to social media during school hours and nighttime



# Responding to bullying incidents

When made aware of a bullying incident, staff will reflect on the following:

- **What was the behaviour?**
- **What impact did it have?**
- **What needs to be done now?**

The relevant Principal Teacher of Guidance will take ownership of the incident. When considering what needs to be done in response to a bullying incident, the young person's views will inform our decision. We appreciate that it takes a lot of courage to report a bullying incident and it is only right that we respect their opinions on what should happen next. If the young person does not want any direct action to be taken then we will respect this, *unless we are concerned for their wellbeing or the wellbeing of someone else*. Young people and their parents / carers will be kept informed of what is happening regarding bullying incidents. All bullying incidents will be recorded on our management system and monitored.

Possible consequences for displaying bullying behaviour are in line with our [relationships policy](#) and depend on the severity and recurrence of any incidents. We may report incidents to the police.

After bullying incidents have been dealt with we will check-in with the young person within three weeks to ascertain whether or not the bullying has stopped.

# Supporting our Children and Young People

We recognise that bullying can have a huge impact on the wellbeing of young people. For anyone who has experienced bullying, we will support them. Examples of supports include:

- Offering regular check-ins with a teacher or Pupil Care and Welfare Officer (PCWO)
- Offering resilience groups run by Services for Young People (SfYP) or relationships support groups run by our Community Link Workers (CLW)
- Offering to facilitate a restorative meeting between the victim and person displaying bullying behaviour
- Offering counselling through Mindspace
- Pairing up with a “buddy”

It is also important to recognise that the young person / people displaying bullying behaviour may also require support. We aim to refrain from labelling them as “bullies”, instead focussing on their actions and behaviours.

*“Many people may believe that children and young people who bully others must be punished for their behaviour. This type of response can be ineffective, dangerous, breed resentment and make situations worse as a child or young person can be resentful of punishment rather than reflective of their actions. Children and young people require the opportunity to hear about and face up to the harm and distress they have caused others” (Parentzone).*



# Guidance for Children and Young People

If you feel that you are being bullied:

1

Tell a teacher or an adult you trust

2

Your concerns will be taken seriously. The House Team will investigate to find out more about what has happened

3

You will then be informed as to if it is being recorded as a bullying incident. Parents / carers will also be informed

4

You will be consulted around what you want to happen. We will then decide on what course of action to take

5

Afterwards, we will aim to check in with you within 3 weeks to see if you feel the situation has improved

6

If things have improved we will close the case. You should let staff know about any new incidents

7

If things have not improved we will review the situation and take further action in line with our Relationships Policy

Scan this QR code if you want to raise a concern anonymously



# Guidance for Children and Young People

If you feel that *someone else* is being bullied:

1

If you feel comfortable and it is safe to do so, challenge the person displaying bullying behaviour

2

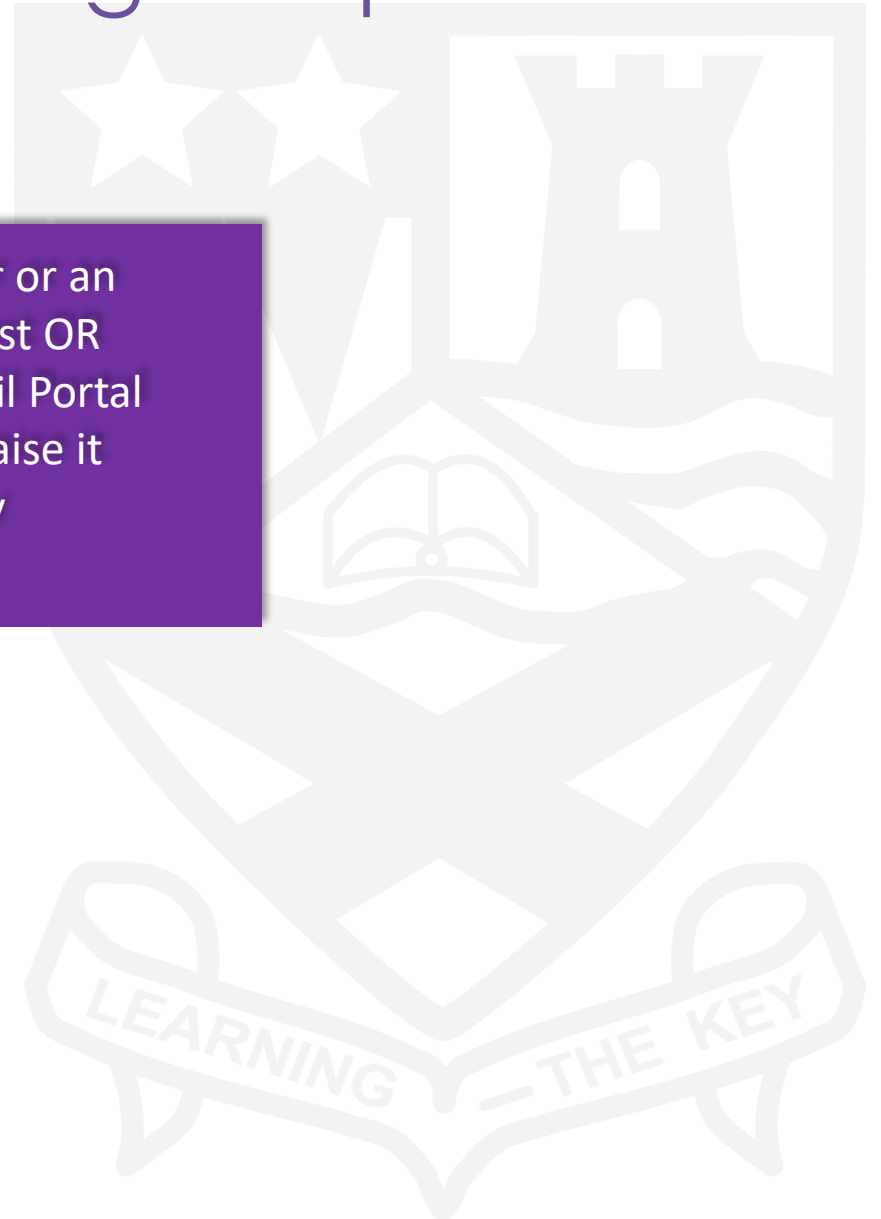
Offer your support to the person experiencing bullying

3

Tell a teacher or an adult you trust OR scan the Pupil Portal QR code to raise it anonymously



Pupil Portal QR Code



# Guidance for Staff

If you have witnessed or are told about a bullying incident:

1

Challenge the behaviour at the time and offer support to those involved

2

Report the incident to the House Team of the person experiencing the bullying using the Bullying & Equalities form

3

PT Guidance will investigate and open a new bullying incident on Seemis and inform parents

4

PT Guidance will consider:

- What was the behaviour?
- What impact did it have?
- What does the young person want to happen?
- What do I need to do about it?
- Have any prejudices influenced the behaviour?

5

PT Guidance will then take appropriate action while supporting the young person affected and their family

6

Feedback will be provided to the member of staff who reported the incident

7

House Team will meet with the young person within 3 weeks to check that the bullying has stopped

8

If bullying behaviour has stopped, the incident can be closed

If the behaviour has continued, further appropriate action will be taken

# Advice for Parents / carers

Parents / carers are essential and valued partners in our endeavour to tackle bullying. You can support your child / young person and the school in the following ways:

- Reinforce our school values of Ambitious, Responsible, Resilient and Compassionate at home
- Look out for signs that your child may be getting bullied, i.e. low / anxious mood, avoiding school, low self-esteem
- Check in with them regularly and give them time to talk if they want to
- Take them seriously if they are feeling bullied
- Report any concerns to the House Team by phoning 01577 867100 or emailing:

[benartypst@pkc.gov.uk](mailto:benartypst@pkc.gov.uk)

[lomondpst@pkc.gov.uk](mailto:lomondpst@pkc.gov.uk)

[ochilpst@pkc.gov.uk](mailto:ochilpst@pkc.gov.uk)

[khsmoncreiffepst@pkc.gov.uk](mailto:khsmoncreiffepst@pkc.gov.uk)

- Support your child / young person to understand the impact of their actions if they are displaying bullying behaviour
- Seek support and advice from online organisations such as [www.respectme.org.uk](http://www.respectme.org.uk), [www.youngminds.org.uk](http://www.youngminds.org.uk) and [www.childline.org.uk](http://www.childline.org.uk)
- Help teach your child / young person how to use the internet safely
- Being patient and understanding when the school are dealing with incidents as they can sometimes be complex
- Reporting online bullying incidents to websites / social media platforms, and / or to the police

# Sources of information

- [KHS Relationships Policy](#)
- [PKC Anti-Bullying Strategy and Operational Guidance](#)
- [www.respectme.org.uk](http://www.respectme.org.uk)
- [www.youngminds.org.uk](http://www.youngminds.org.uk)
- [www.childline.org.uk](http://www.childline.org.uk)
- [www.ceop.police.uk](http://www.ceop.police.uk)
- Police Scotland (call 101) or report a concern at <https://www.scotland.police.uk/secureforms/c3/>
- “Safer Schools” app

