

Positive Relationships and Bullying Prevention Guidance

Bullying - what can I do?



This leaflet has been written to accompany the Highland Care and Learning Service - Positive Relationships and Bullying Prevention Policy and Guidance.

What do we mean by bullying behaviour?

Bullying can occur for no apparent reason or it can be based on prejudices. It can be subtle or it can be obvious, and it can cause short-term suffering or it can have long-term effects. Bullying can affect people in many different ways and this should be taken into consideration.

Bullying behaviour can include:

- Being called names, teased, put down or threatened face to face and/or online
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you (face to face and/or online)
- Sending abusive messages, pictures or images on social media, online gaming platforms or phone
- Behaviour which makes people feel like they are not in control of themselves or their lives
- Being targeted because of who you are or who you are supposed to be (face to face and/or online)



Illustration: alex leonard

You shouldn't be treated badly because you seem different

U.N. Convention on the Rights of the Child: Article 2

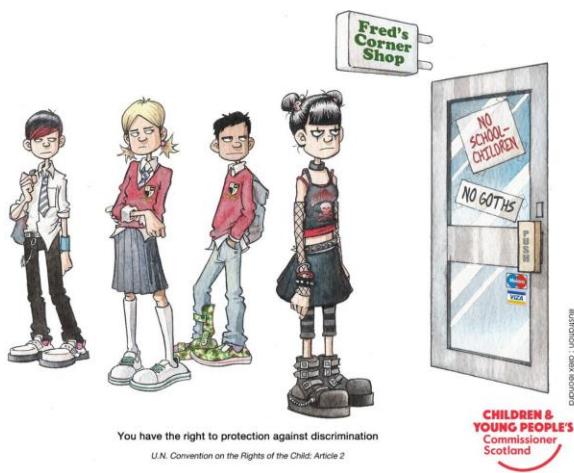
Legislation

The Equality Act 2010 makes it unlawful to discriminate against people with a 'protected characteristic'. These are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race
- Sex
- Religion or belief
- Sexual orientation

Prejudice-based bullying includes the protected characteristics, but prejudice can include other groups for example:

- Additional Support Needs;
- Asylum Seekers and Refugees;
- Body Image and Physical appearance;
- Gypsy/Travellers;
- Care Experienced Children and Young People;
- Young Carers;
- Socio-economic Prejudice



What should I do if I am being bullied?

Talk to someone:

- Talk to your teacher or another staff member - tell them the 'who, what, when and where'. If you don't want to do this where others might hear you, make an excuse to see the teacher about something else, for example your homework, and talk in private.
- Talk to your parents - tell them the 'who, what, when and where' of what's been happening.
- Talk to your friends - they can help you tell a teacher or your parents or just to feel better.
- Be persistent. If you feel the person you choose to talk to doesn't understand how you are feeling, find someone else to talk to.

Online bullying:

- Take screen shots of the online bullying so that you have proof this is happening
- Report all abuse to the relevant social media and online platforms by clicking on the report button. You can also block the user on social media.

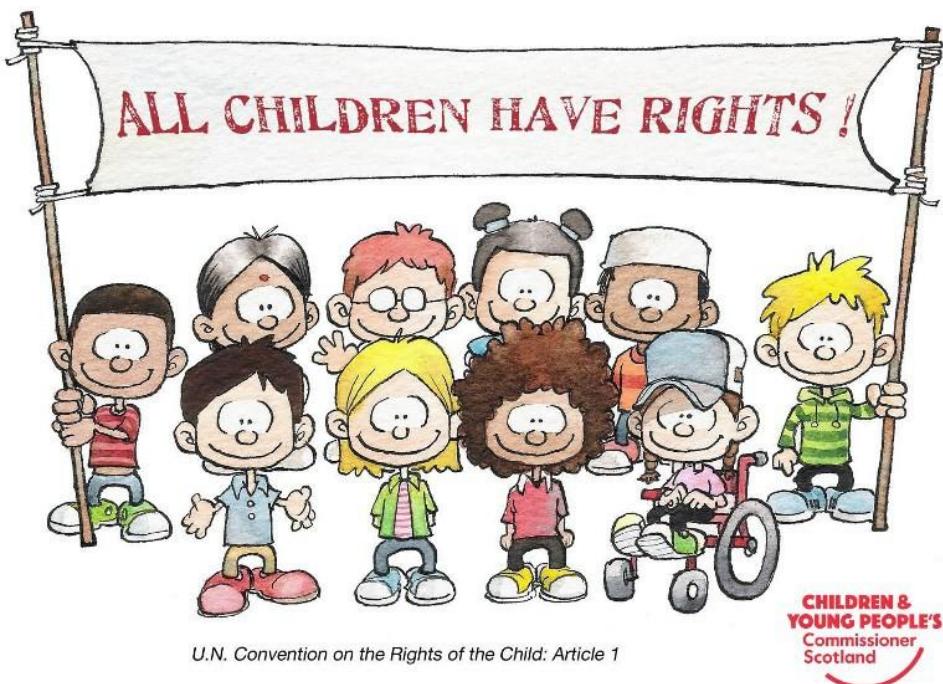
Keep a note:

- If you can, keep a note of the bullying incident, what has been said or done.
- Sometimes the bullying will stop quickly, but if you don't do something it may continue until someone is seriously hurt.



How will my school deal with bullying incidents?

- Each bullying incident should be reviewed individually and the person recording the incident will ask for details about what has happened.
- Once reported, the school will record the bullying incident, regardless of the outcome.
- The school might be able to take immediate action to resolve the situation. If this is not possible, a wider investigation might be necessary.
- All reported incidents will be taken seriously, investigated and appropriate action taken.
- They will take on board your the views of the incident and what you would like to do.
- They will decide whether to contact other agencies to ensure that the your needs and the needs of the other young person are met.



U.N. Convention on the Rights of the Child: Article 1

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Will the school tell my parents/carers?

- Sometimes there needs to be careful consideration as to whether involving parents is in the best interests of the young person.
- School staff will consult with you before contacting your parents and will have respect for your views.
- If you are accused of bullying another pupil, it is most likely that your parents will be informed.
- Most importantly, all actions will be agreed with the intention of not making the situation worse.
- The school may implement wider school interventions to ensure that there is not a recurrence of the behaviour.

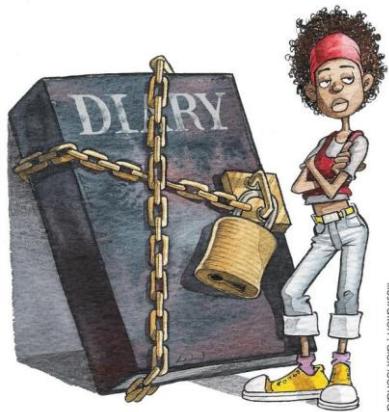


Illustration: alex leonard

You should be able to keep things private, unless the law says there's a reason why you can't

U.N. Convention on the Rights of the Child: Article 16

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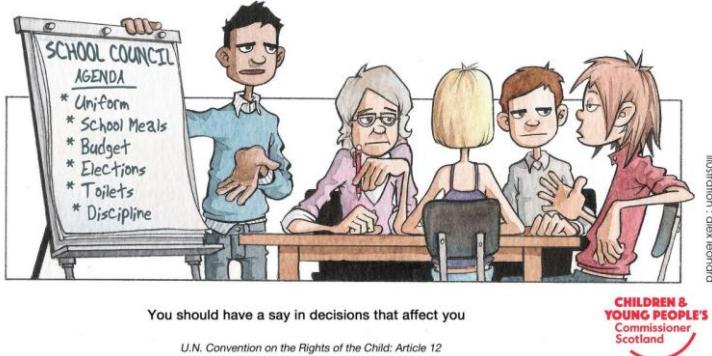
Further action

- If the situation cannot be resolved, the Area Care and Learning Manager may be consulted by the head teacher for advice on how to proceed.
- Police must be notified if it is thought that a crime has taken place.
- Actions by the pupil(s) involved in bullying behaviours may lead to exclusion from school and the nature of the incident will be identified on the exclusion form.

Expectations - school and children and young people

Children and young people should aim to:

- Treat people with respect and not engage in bullying behaviour.
- Be aware of anti-bullying policies and practices in schools/clubs/groups you attend.
- Where safe and appropriate (not dangerous), challenge bullying behaviour or inappropriate language.
- Work collaboratively to help ensure bullying cannot thrive.
- Share concerns of peer behaviour with a trusted adult/named person (where available).



You should have a say in decisions that affect you

U.N. Convention on the Rights of the Child: Article 12

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The school should aim to:

- Ensure all adults have a responsibility for preventing bullying and listening to any bullying concerns.
- Celebrate diversity and tackle and challenge inappropriate behaviour.
- Make parents and carers aware of organisational and school anti-bullying policies
- Ensure parents are provided with information on how to raise a concern and the escalation process.
- Offer children and young people a range of ways to report bullying or to talk about any concerns they have in confidence.
- Resolve incidents of bullying proactively, as well tackle any underlying prejudice or other negative attitudes in the school.

Useful Information

Childline anti-bullying service

Tel 0800 1111

<http://www.childline.org.uk/>

Highland Care and Learning Service - Positive Relationships and Bullying Prevention Policy and Guidance

https://highland.gov.uk/downloads/file/19358/anti_bullying_-guidance_for_schools

Good to know

Advice for parents and carers of teenagers on bullying, including potential signs and what you can do.

<http://www.gov.scot/resource/doc/54357/0013237.pdf>

Respect Me: Scotland's Anti-Bullying Service

<http://www.respectme.org.uk/>



To request this policy in an alternative format to suit individual needs, e.g. large print, Braille, electronic version, audio version or suitable language, please contact The Highland Council's Care and Learning Business Support team, carelearningadmin@highland.gcsx.gov.uk or 01463 702875.