



# **Strathdon Primary School**

## **Anti-bullying Policy and Guidance**

## Strathdon School Anti-bullying policy

Bullying is both behaviour and impact; what someone does and the impact it has on a person's capacity to feel in control of themselves. We call this their sense of 'agency'.

Respect Me Scotland (2019)

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. Crathie / Strathdon School stands with Aberdeenshire Council in believing that everyone should be treated equally and with respect.

### What is bullying?

Aberdeenshire council defines bullying as:

- 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.

### **Prevention**

Strathdon School implement the following steps in working to prevent bullying behaviour:

We will

- work to raise awareness amongst pupils, staff and parents/carers.
- Implement programmes of education about bullying from an early stage. Revisit this topic at all stages of education.
- Ensure that we have visual displays relating to bullying and key aspects of anti-bullying policies that feature national campaigns and sources of support.
  - Include assemblies, class sessions and homework which will be high profile.
  - Ensure regular opportunities are available for parents/carers to obtain information on school systems and strategies relating to bullying and how to respond in a supportive and appropriate manner.

We will

- Work to educate pupils, staff and parents/carers about what to do when bullying behaviour is displayed, and how to support those involved.
- Use relevant, up to date resources which promote engagement by the target audience.
- Encourage pupils to teach and share key messages about bullying with other pupils and with parents/carers including the short and long term impact of bullying.
- Ensure that pupils, parents/carers and teachers are aware of support available beyond school (e.g. Childline, Samaritans, Police Scotland, Parentline).
- Participate in planned Aberdeenshire Education and Children's Services events where possible in order to deliver key messages relating to bullying and to support ongoing curricular work.
- include within the curriculum work designed to boost the resilience of children and young people. This may include positive mental attitude training.



### **Strathdon Schools will**

- provide access to training and key information for staff.
- Work in partnership with other agencies in line with *Getting it Right with Every Child*.
- Provide update training annually to all staff.
- Provide all members of staff with access to a copy of the relevant school policy(ies).
- Outline the key roles and responsibilities that each member of the school community has regarding preventing and responding to bullying behaviour within the policy.
- Ensure key staff are trained in the use of restorative approaches.

### **Communication**

We will

- should ensure that communication is at the heart of prevention strategies and responses to incidents of bullying behaviour.
- share Anti-bullying policies with parents/ carers
- highlight regularly anti-bullying policies. This may be done through the school newsletter, and/or the school website.
- ensure targeted lessons are used to increase knowledge and understanding of Anti-bullying policies and processes.
- Raise the profile of Anti-bullying work through focussed assemblies at key points in the year (e.g. National Anti-Bullying Week).
- Negotiate on a case by case basis timescales and methods for ongoing communication to ensure that the needs of pupils are met. We will use communication to build relationships and in the early identification of further or ongoing difficulties.

We will

- Include pupils and Parents/carers in communication relating to prevention of bullying and incidents of bullying.
- Support pupils and Parents/carers through involving them in information sessions relating to bullying and anti-bullying.
- Involve Pupils and parents/carers in reviewing antibullying policies and procedures.
- Ensure regular contact with parents/carers of pupils affected by bullying behaviour in the initial weeks after issues have been identified and worked through.



- Communicate with parents/carers of all pupils who have demonstrated bullying behaviour after issues have been identified and worked through.
- Arrange for regular contact between key staff and pupils involved in the immediate days and weeks following an incident.
- Ensure that progress is maintained and that effective communication is used to build relationships and identify further ongoing difficulties.

### **Response**

We will promote consistency of response to instances of bullying behaviour using the 6 step approach:

1. Record the Incident, both in class incident book and electronically on Aberdeenshire's bullying database.
2. Have a restorative conversation with the individuals involved.
3. Speak to parents
4. Monitor the situation
5. Review and increase response accordingly

- We will use restorative Practice where possible in order to repair relationships.
- Restorative practice lets pupils speak to each other, and encourages the development of self awareness.
- Restorative practice teaches pupils to understand and share their emotions in a safe environment.
- Restorative meetings or mediation must be facilitated by a suitably trained individual, with whom both parties are comfortable.

### **Taking Action**

We will

- Avoid using the language 'victim' and 'bully' as this labels those involved in bullying incidents and this can be unhelpful.
- Take action to resolve a bullying situation which must be given high priority. In some circumstances, immediate action may be required.
- Make pupils and parents/carers aware of and included in communication strategies used by establishments.
- Make visual 'step by step' guides available for parents/carers, pupils and teachers, at school.

- Take into account each situation which may require a different response. A risk assessment can be done through speaking to pupils involved, and their parents/carers as is appropriate.
- ensure communication with the person who has displayed the bullying behaviour is frank and honest.
- Ensure that ongoing support to parents/carers and pupils involved in bullying behaviour will come from good and regular communication, and a shared understanding of the steps that are being and have been taken to address identified issues.
- Monitor how relationships develop over the weeks and months that follow an incident of bullying behaviour.
- Ensure that repeat displays of bullying behaviour are followed up with an increasing response. Appropriate responses will be decided on a case by case basis, taking account of factors relevant to each person involved, and the mental/emotional wellbeing of pupils involved.

### **Reporting and Monitoring**

#### Roles and responsibilities

- All staff will be made aware of Education and Children's Services Anti-Bullying Policy including roles and responsibilities to ensure effective implementation.
- We will incorporate Anti-bullying within the strategic remit of the head teacher.
- Staff holding any strategic responsibility for anti-bullying must have a strong professional interest in this area.
- We will report the number of bullying incidents centrally using a secure electronic system.

### **Pupil Voice**

- We will gather pupil feedback relating to bullying behaviour.
- We will use focus groups, surveys or other means and should consist of a mixture of ages
- Pupil Councils should raise the issue of bullying on their agendas at least once per academic session.
- We will focus discussion through student councils to identify themes, trends and locations of bullying issues on school campus. Discussion will not centre on identifying pupils perceived to be displaying bullying behaviour.
- Information gathered through pupil council will be shared to Head Teacher.

Statistical data should form part of the monitoring of bullying behaviour.



- Incidents will be recorded in a pupil's chronology / pastoral notes (electronically)
- Statistics will not routinely be published, but will be used by Aberdeenshire Council Education and Children's Services as part of ongoing monitoring and improvement.

Our Anti-Bullying policy will be regularly evaluated and:

- Evaluation should focus on the impact of policies at the school and local authority level. Impact can be measured in part using statistical data, but must also take account of pupil experience, and the opinions of parents/carers and Education and Children's Services staff.
- Anti-bullying policies should be revised every three years

Reviewed by	Details	Date
L Field	Created	2019
L. Field	Reviewed	August 2025

Revision	Details	Date
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