

**Broxburn Academy**

# **Anti Bullying Policy**



**Inclusion Integrity  
Respect**



# Broxburn Academy Anti Bullying Policy

## Mission Statement

Broxburn Academy is committed to providing a safe, caring environment in which everyone will be treated equally and with respect.

In line with the United Nations Convention on the Rights of the Child (UNCRC) Article 19 Broxburn Academy will do all we can to ensure that children are protected from all forms of violence, abuse, neglect. In line with Article 28 Broxburn Academy believe that education is the right of every child and will do all we can to ensure young people are able to receive that right.

Bullying behaviour of any kind will NOT be tolerated at Broxburn Academy.

**SPEAK** about the problem – anyone who knows about bullying behaviour going on **MUST** report it to allow our school to promote good relationships and create an ethos in which this type of behaviour is less likely.

## Broxburn Academy Action on Bullying Behaviour Strategy

Definition of bullying behaviour: bullying behaviour is considered to be the use of power to hurt another person. The bullying behaviour might make the other person feel sad, scared or intimidated.

Bullying can be displayed as behaviours such as, but not limited to:

- name calling/verbal abuse
- physical abuse
- emotional and psychological abuse
- isolation and exclusion of others
- theft or damage to belongings
- extortion and manipulation

**Cyber Bullying** – this takes place online or by virtual means. Examples - misuse of the internet (chat rooms; social networking sites- Facebook/Instagram, email), threats via text messaging or telephone calls, misuse of associated technology (e.g. camera and video facilities).



**Prejudice Based Bullying** – is when the bullying behaviour is targeted directly due to actual or perceived difference/diversity. Specifically this will include the protected characteristics of the Equalities Act 2010:

- Disability
- Sexual Orientation
- Sex
- Gender reassignment/transgender
- Race
- Religion and belief
- Age
- Pregnancy and Maternity
- Marriage or Civil Partnership

These incidents will be monitored and reported on independently of other bullying behaviours. It should be noted that this behaviour may also be a Hate Crime and anyone involved has the right to report this to the Police:

*“Hate crime is any criminal offence committed against a person or property that is motivated by hostility towards someone based on their disability, race, religion, gender identity or sexual orientation.”* ( Crown Prosecution Service, undated)

**REMEMBER:**

No-one deserves to experience bullying behaviour –

- It should not be dismissed as part of growing up.
- It can hurt mentally as well as physically.
- It is NOT the person’s fault.
- If you witness it and do nothing you are preventing the person from receiving help.
- Telling about how you feel is not “grassing”.
- Being different in any way is not a justification for someone to be picked on.

It is the individuals who are displaying this bullying behaviour who need to change their behaviour, not the other person.

**SPEAK** about the problem – it will help.



## **Strategies to create a positive and safe environment**

SPEAK to someone if you have any information about bullying behaviour – a member of staff; parents; friends; a buddy; a family friend.

All reports will be listened to and dealt with sensitively.

Staff will work in conjunction with families to support all parties involved in the incident.

## **Responsibilities**

All members of the school community must SHARE information about concerns regarding bullying behaviour with the relevant member of staff (PS, YH, Guidance).

## **Signs and Symptoms**

If a pupil displays these signs and behaviours bullying is a possible cause of the problem and therefore should be investigated:

- Is frightened of walking to or from school; catching the bus for school. Insists on being driven to school.
- Doesn't want to actually go to school. Complains of being unwell in the morning.
- Truants periods of the school day or the whole day.
- Seems to suddenly lack confidence and becomes anxious. Starts stammering.
- Runs away; threatens or attempts suicide.
- Is upset at night time and has difficulty sleeping.
- Quality of school work goes down hill.
- Comes home with clothes torn or belongings damaged.
- Asks for more money than usual or steals money.
- Has unexplained cuts or bruises.
- Comes home starving – has had their lunch money taken.
- Change in their personality – becomes aggressive, disruptive or unreasonable.
- Is demonstrating bullying behaviour towards other children or siblings.
- Stops eating / gains weight.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous or anxious when a cyber message is received.



## **Procedure to report incident**

- Report bullying behaviour to a member of staff, friend, parent, buddy, extended family member, this needs to be shared with the school for action to be taken.
- Ensure this information is passed to Pupil Support/Guidance or Year Head. The member of staff will listen to your concerns and record the incident.
- The personal safety of the individual experiencing the bullying is the first priority.
- The incident will be investigated – statements from all involved will be recorded.
- Support will be put in place for all parties involved (this might be restorative practice, counselling, anger management, peer mentoring, or external agency help). This will continue as long as deemed necessary and appropriate by staff member, parents and individuals involved.

Restorative practice is when both parties meet with a member of staff or appropriate professional and get the chance to discuss the incident(s) and come to a reasonable agreement on the way forward for everyone involved.

- Parents of all relevant parties will be informed of the incident and the measures put in place to support their child.
- If necessary and appropriate the police will be consulted.
- Bullying behaviour may result in a Formal Disciplinary Warning or result in an Exclusion from school.

## **Prevention**

Broxburn Academy will endeavour to tackle bullying behaviour by doing the following:

- All members of the community being vigilant and taking responsibility to report incidents of bullying behaviour.
- Issuing and implementing the updated anti bullying policy.
- Assemblies to remind students of the issues related to bullying behaviour.
- Education on bullying behaviours in PSE for all year groups.
- Staff creating a safe environment for learning.
- Providing peer support through 'buddies' and supported areas.

## **Organisations for further support and advice:**

[www.respectme.org.uk](http://www.respectme.org.uk)

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.bullying.co.uk](http://www.bullying.co.uk)

[www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

[www.cyberbullying.org](http://www.cyberbullying.org)

[www.lgbtyouth.org.uk](http://www.lgbtyouth.org.uk)

[www.childline.org.uk](http://www.childline.org.uk)