

Spot it



Anti-Bullying Policy



***You don't have to like me...agree with me...or enjoy the
same things I do.
But you do have to respect me.***

**#RespectMe
#speakup**

The young people of Perth High School described bullying behaviour as:

“People making fun of people’s sexuality.”

"Bullying is when someone deliberately tries to hurt or abuse you verbally, emotionally and physically. They do it because they know that it will affect you."

“Harassing somebody physically, emotionally, mentally or verbally. Making them dislike or feel bad about themselves or their hobbies, families or interests.”

“Bullying is where someone decides to make fun or abuse someone else because of who they are e.g. where they come from, their race, their colour, their accent or their beliefs.”

“Making someone feel small or unworthy – physically, verbally or mentally abusing them to make yourself feel better and them feel worthless.”

“Bullying is when someone does, says or texts someone and leaves them feeling scared, anxious or depressed.”

“ When people make fun of you in group chats or take pictures of you without you knowing and share them to make you look stupid or embarrass you”

The young people of Perth High School said that bullying behaviour made them feel:



Action Against Bullying

Policy

Aims

- To ensure that young people respect each other and behave in a considerate, sensitive and civilised manner;
- To allow young people to develop into Confident Individuals, Responsible Citizens, Successful Learners and Effective Contributors.

Objectives

- To stop bullying from occurring
- To provide young people, parents/carers and staff with information on how to prevent, reduce and resolve bullying behaviour when it occurs
- To provide information about what support is available for those on the receiving end of bullying behaviour and those displaying bullying behaviour
- To explain the procedures for logging instances of bullying behaviour in accordance with Perth & Kinross Council Policy
- To develop a culture that encourages respect, values opinion, celebrates difference and promotes positive relationships

Perth High School's **Better Relationships Policy** underpins all approaches to relationships and behaviour management within the school. At the heart of this policy, restorative approaches inform the key steps which will be taken to continue to establish positive working relationships. However, Perth High School takes any form of unwanted physical contact very seriously and insists that it can always be avoided. Police may be involved if an assault occurs.

What is Bullying Behaviour?

There are many different definitions of bullying behaviour. Bullying is both behaviour and impact. What someone does and the impact it has affects how much a person feels in control of themselves. It can be offensive, abusive, intimidating, malicious or insulting behaviour. It is an abuse of power which can undermine an individual or group contributing to unhappiness, anxiety and stress. The impact of bullying behaviour is a major barrier to learning.

Bullying is not a normal part of growing up.

Bullying can be understood as behaviour which leaves people feeling helpless, frightened, anxious, depressed or humiliated.

The behaviour may be intentional or unintentional and may be repeated over time or be a one-off incident.

Bullying behaviours can be described as verbal, physical or 'cyber' and may include:

- name calling, teasing, putting down;
- hitting, tripping and kicking;
- threatening physical assault;
- stealing and damaging belongings;
- ignoring, isolating, leaving out others and spreading rumours;
- sending abusive text, email or instant messages;
- making people feel like they are being bullied or fearful of being bullied;
- targeting someone because of who they are or are perceived to be.

The Equality Act (2010) makes it the duty of all schools to ensure that people who share protected characteristics and those who don't get on and don't face any prejudice or discrimination.

All complaints or allegations made by young people about being bullied will be taken seriously.

Whenever a young person feels bullied, victimised, distressed or "got at" by others, intervention procedures will be instigated promptly no matter how the bullying behaviour has been defined.

Tackling Bullying

Preventing and responding to bullying behaviour is the responsibility of all members of a school community – young people, staff and parents/carers. Perth High School has in place procedures to address bullying behaviour and it is essential that all young people, staff and parents/carers are aware of these procedures.

Perth High School has a responsibility to provide effective support to young people, including the person experiencing bullying behaviour and the person displaying bullying behaviour. Particular attention will be given to supporting vulnerable individuals and young people with Additional Support Needs. The circumstances and needs of individual young people will be taken into account when deciding on the approach to be adopted in resolving incidents of bullying behaviour. When

reviewing and designing this policy, it was clear that young people, staff and parents of Perth High School wished the ethos to be one of a 'speak up culture'. The ethos we continue to encourage is one in which young people know if they **Spot It**, they should **Say It** and then we all can **Stop It**.

In our school community we aim to demonstrate how to resolve disagreements in respectful ways.

We ask parents and carers to discourage all forms of retaliation.

If you have concerns about bullying behaviour we want to know. Please let us know about any concerns you have as soon as possible

Prevention of Bullying

- Our Better Relationships policy and practices emphasise positive interactions and mutual respect on a daily basis throughout the school community
- Anti-Bullying is the responsibility of all staff
- Perth High School will promote a culture where bullying behaviour is unacceptable and all staff will model positive, respectful behaviour
- Anti-Bullying messages will be issued at assemblies and in personal and social education classes. These will include lessons covering the appropriate use of social media
- Social and dining areas will be supervised by staff
- Areas of safety will be made available to young people who feel upset or need support during school hours.

Spot it, Say it & Stop it

Quick Guide for Young People

Remember bullying is any behaviour which takes away you feeling in control, makes you feel worthless, anxious, frightened or intimidated. If you experience any behaviour which makes you feel like this, you should:

- inform a senior pupil/parent/carer/member of staff;
- you will be listened to and your feelings and concerns will be taken seriously;
- give as much detail and be as honest as you can about what has happened. If it is easier for you to write down a description of what has happened, please do so;
- the information you provide will then be dealt with by that member of staff, or in some instances be passed to your Guidance Teacher or Year Head;
- the next steps that will be taken will be discussed and agreed with you before any action is taken;
- Guidance Teacher/Year Head will check in with you after incident has been reported and action has been taken to ensure things have improved;
- the incident will be formally reviewed 4 weeks from day it is first reported.

Don't be a bystander.

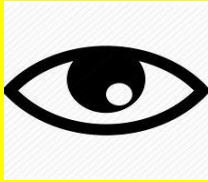
"The standard you walk past, is the standard you accept."

General David Morrison

Speak up and together we can make things better for everyone.

The Spot it, Say it and Stop it code

Spot it



- Notice what's going on and look for signs of change in your friends.
- Look for people being unkind in class, during social times or online.
- Notice when people have been left out or excluded from a group.



- Ask a friend or adult you can trust for advice. Tell a teacher or parent/carer.
- Speak up and don't accept bullying behaviour being displayed in your presence or online.
- Use the report button on the social platform it's happening on.



- Give the person being bullied a supportive message or text.
- Encourage people to be respectful and speak up against this type of behaviour.
- Do not get involved/remove yourself from group chats that are inappropriate.

Support Process for those displaying bullying behaviour

