

Aboyne Academy Anti-Bullying Policy

Aberdeenshire Council is committed to providing a safe, supportive environment for all people in its educational establishments.

Here at Aboyne Academy we work together to create a positive school ethos where everyone feels secure and valued and where we have respect for ourselves, others and our community. We have a zero tolerance approach to all types of bullying. Our pupils are supported to reach their potential and develop to become responsible, confident, caring individuals who effectively contribute to society.

We understand that bullying is never acceptable, and that children and young people have the right to learn in a safe, secure environment

Bullying is a breach of children's rights, in Scotland bullying is defined as:

***'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 contexts of relationships; it is behaviour that can make people feel hurt, threatened, frightened, and left out. This behaviour happens face to face and online.'* (Respectme 2015)**

This behaviour can harm people physically and emotionally and, although the actual behaviour may never be repeated, the threat can be sustained over time, typically by actions, looks, messages, confrontations, physical interventions or the fear of these.

This behaviour can include:

- Being called names, teased, put down or threatened face to face 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 (face to face and/or online)
- Being targeted because of who you are or who you are perceived to be (face to face and/or online)
- Prejudiced based bullying, including language that suggests prejudice. (Prejudiced based bullying is when bullying is motivated by prejudice related to perceived or actual differences including racism, sexism, homophobia, biphobia, transphobia or discrimination or prejudice towards disability.)

Prejudiced based bullying can be based on any characteristics unique to a young person's identity or circumstances and some of these characteristics are protected by law.

The protected Characteristics of the Equality Act 2010 makes it unlawful to discriminate against people due to:

- ***Race***
- ***Disability***
- ***Gender reassignment***
- ***Sexual orientation***

- *Religion or belief*
- *Sex*
- *Age*
- *Pregnancy and maternity*
- *Marriage and civil partnership*

Expectations, responsibility and respect for all.

At Aboyne Academy we work with parents and carers in sending a clear message that regardless of personal views targeting a person for these reasons is **never** acceptable.

All pupils, staff, parents and carers have a responsibility for preventing and dealing with the prevention of bullying. Respect lies at the core of our anti-bullying policy and we are all responsible for modelling positive behaviour and relationships which are vital in creating a positive school climate in which we are respectful of everyone in words and actions and look after our community both in and out of school.

Our commitment to you when dealing with issues relating to bullying

If you experience bullying please speak to your Guidance teacher.

- We will discuss the incident and its impact with you and record all the details.
- We will include you and your parents/carers in making an action plan which suits you and gives you an opportunity to regain your sense of agency and control.
- Every bullying incident is different and as such it is important that each incident is dealt with in a way which is appropriate to those particular circumstances and individuals.
- We will also work with the individual displaying these bullying behaviours in helping them identify the reasons for these behaviours, developing other ways of responding to these feelings and repairing relationships.
- Action will always be taken and will always be accompanied by restorative approaches in finding solutions and repairing relationships.
- We will communicate with you and your parents/carers and provide good quality feedback sharing how we have dealt with the bullying.
- We will work with you in building resilience and developing strategies to help you deal with your experience. We will also check in with you to ensure that you are feeling more positive and more able to cope.
- Where required we may take a multi-agency approach and seek advice from outside agencies including our partners in health, social work and the police.

For further reading and information providing help in supporting someone experiencing bullying go to:

<https://respectme.org.uk/resources/>