Anti-Bullying Strategy

Our Shared Vision: *Students at Deans Community High School will be inspired through high-quality learning and teaching, in a safe, inclusive environment, to confidently achieve and attain the very best they can to succeed in life, learning and work*

Rationale

This Anti-Bullying Policy reflects our commitment to **children's rights**, as outlined in the **United Nations Convention on the Rights of the Child (UNCRC)**, particularly:

- **Article 19**: Protection from all forms of violence, abuse and neglect
- **Article 12**: The right to be heard and involved in decisions that affect you
- **Article 2**: Non-discrimination – every child has rights, regardless of their identity
- **Article 29**: Education must develop every child's personality, talents and abilities to the full

These values are embedded across our school. All members of our community – pupils, staff, parents, and partners – share a responsibility to uphold them through daily relationships and behaviour.

Aims

- **Create a Safe and Inclusive Environment**
  Ensure all students feel respected, valued, and protected from harm.
- **Prevent Bullying Through Education**
  Promote awareness and understanding of bullying, its impact and how to prevent it.
- **Encourage Positive Relationships**
  Foster empathy, kindness, and cooperation among students and staff.
- **Outline roles for all partners**
  Ensure all members of the school community know the role they play in addressing bullying.
- **Establish Clear Reporting Procedures**
  Provide accessible, confidential, and trusted channels for reporting bullying incidents.
- **Respond Promptly and Effectively**
  Implement consistent, fair, and timely interventions for all reported cases.
- **Monitor and Review Regularly**
  Track incidents, evaluate the effectiveness of strategies, and adapt policies as needed.

Definition of Bullying

"Bullying is face-to-face and/or online behaviour which impacts on a person's sense of physical and emotional safety, their capacity to feel in control of their life, and their ability to respond effectively to the situation they are in."
(RespectMe, Scotland's Anti-Bullying Service)

Bullying does **not need to be intentional or repeated** to cause harm. It may occur within relationships or groups and is often linked to an **imbalance of power** or **prejudice-based attitudes** (e.g. racism, homophobia, sexism, ableism).

Bullying behaviour may include:

- Name-calling, teasing, threats or intimidation (in person or online)
- Hitting, pushing, tripping or damaging belongings
- Being excluded, isolated or having false rumours spread
- Abusive digital messages or images shared via social media or games
- Actions which leave someone feeling powerless, controlled or ridiculed
- Being targeted because of identity, appearance, disability, gender, race, religion or sexuality
- Encouraging others to join in or escalate negative Behaviour
- Subtle behaviours that create persistent emotiona harm, even if unseen by others



"Being bullied made me feel like I didn't belong."
"It wasn't always obvious, but it affected me every day."

Roles and Responsibilities

All Staff

- Model rights-respecting, inclusive behaviour
- Recognise signs of bullying and respond promptly
- Support those affected and help those responsible reflect and change
- Log incidents accurately and sensitively
- Embed values and rights into curriculum and relationships

Pupils

- Show kindness, respect and fairness to others
- Report bullying they witness or experience
- Support classmates in feeling included and valued
- Take responsibility for online and offline actions

Parents and Carers

- Talk openly about kindness, safety and relationships
- Encourage children to report any concerns
- Work with the school to resolve issues constructively
- Promote positive attitudes about diversity and inclusion at home

Leadership Team and Pastoral Staff

- Monitor and review incident trends
- Lead policy implementation and staff training
- Ensure consistent follow-up and communication
- Engage pupil voice in shaping anti-bullying approaches
- Coordinate support plans for pupils affected by bullying

Our Commitment: A Rights-Respecting, Preventative Approach

Our approach to bullying is grounded in children's rights and the understanding that **everyone has the right to feel safe, respected and included**. In line with Respect Me and the UNCRC, we:

- Promote positive, respectful relationships at all levels of school life
- Support restorative responses to help repair harm and rebuild trust
- Understand that bullying affects everyone – not just the person being targeted
- Encourage children and young people to speak up and be listened to
- Take prejudice-based bullying seriously and challenge it at every opportunity
- Aim to prevent bullying through a **whole-school approach** and consistent culture

Raising Awareness and Prevention

At Deans Community High School, we actively educate our community about bullying and promote respectful, supportive environments through:

- **Assemblies** that cover rights, responsibilities, reporting and peer support
- **PSE lessons** that explore empathy, identity and digital citizenship
- **MVP programme** to promote the importance of being active bystanders
- **Anti-Bullying Week initiatives** and targeted campaigns
- **Visible reporting systems**, including digital QR codes and safe spaces
- **Poster and media campaigns** co-designed with pupils
- **Staff presence** in social areas at breaks/lunches
- **Community partnerships** with Police Scotland, local agencies and families
- A strong focus on bullying prevention through **mental health and wellbeing education** .

Responding to Bullying Behaviour

We are committed to **restorative and relational approaches**. Our response includes:

- Listening carefully and validating the experiences of all involved
- Supporting those harmed by bullying to recover and regain confidence
- Working with those displaying bullying behaviour to understand impact and make changes
- Involving parents/carers appropriately
- Using restorative conversations, mediation and behaviour support
- In severe cases, considering further sanctions in line with our Behaviour Policy

Monitoring and Evaluation

- Bullying incident data is reviewed termly
- Pupil surveys inform priorities for action
- Staff and pupil training needs are regularly assessed
- Policy effectiveness is reviewed every three years or sooner if required

This strategy was co-created by students, staff, parents/carers and key partners. This will be reviewed in **October 2027**

ANTI-BULLYING

Everyone has the right to feel safe, respected and happy at school.

BULLYING is when someone intentionally hurts you with words or actions, online or in person, making you feel scared or upset. It doesn't have to happen more than once.

WHAT TO DO if you or someone you know is being bullied:

- Tell a trusted adult (in school, this could be PSA, HoH, or a teacher.)
- Talk to a parent/carer/friend you trust.
- Use the QR code to report it online.

The school will listen, help you feel safe, and work with everyone to solve it.

You have the right to...

- Be safe (article 19)
- Be heard and taken seriously (article 12)
- Be treated equally (article 2)
- Learn and be your best self (article 29)