



**IRVINE ROYAL ACADEMY**  
Ambition • Respect • Responsibility

## **Anti-Bullying Policy**

**Bullying – it is never acceptable**

## Aims & Objectives

### Aims:

- To create an atmosphere in which all young people have a right to learn, free from intimidation or fear.
- To ensure that all within our school community understand what constitutes bullying and the consequences if bullying behaviours occur.
- To support young people and their parents/carers who are affected by bullying behaviours and to ensure that they know how to raise a concern in confidence and that it will be dealt with appropriately.
- To keep staff fully informed on the policy, procedures and updates in relation to bullying incidents that may be reported to them.
- To build the capacity, resilience and skills in young people, parents and carers to prevent and deal with bullying behaviour.
- To support those young people being or effected by bullying to recognise the damage it can cause and to adopt positive attitudes and behaviours in the future.
- To ensure that the approaches towards bullying behaviours are consistent across the school and are aligned with North Ayrshire Council policy.

### Objectives:

- To provide young people and their parents/carers with a framework to ensure that all incidents of bullying behaviour are treated seriously and in a timeous manner.
- Young people, staff, parents and carers have an understanding of what bullying behaviour is and what it is not and are confident in the ability of key staff to follow the policy.

## What is Bullying Behaviour?

Irvine Royal Academy is completely opposed to any and all forms of bullying behaviours and operates a zero tolerance approach. Respect for every member of our school community is one of our core values and we expect all members of our community to uphold this value.

All members of Irvine Royal Academy have a right to feel safe. Our engagement in the MVP (Mentors in Violence Prevention) programme demonstrates the responsibility of all.

### Definition

“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 a their sense of ‘agency’. Bullying takes place in the context 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 - <https://respectme.org.uk/bullying/what-is-bullying>)

“Children have the right to be protected from all forms of physical or mental violence, injury or abuse”  
(Article 19 UN Conventions on the rights of the child)

“Bullying behaviour is the use of aggression with the intention of hurting another person. Bullying behaviour results in pain and distress to the person on the receiving end. It is behaviour that leaves people feeling helpless, anxious, depressed and demeaned. Actions can affect people in different ways. Bullying behaviour can be a one off incident; intentional; distressing and hurtful and usually one way.”  
(Irvine Royal Academy MH Ambassadors definition)

It is particularly important to distinguish bullying behaviours from natural conflict between young people.

Bullying behaviour can harm people physically or emotionally and, although the actual behaviour might not be repeated, the threat that it might can be sustained over time, typically by actions: looks, messages, confrontations, physical interventions, or the fear of these.

This behaviour can take several forms including emotional, mental, material, social, physical, verbal & cyber and can include:

- Being called names, teased, put down or threatened face to face and/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
- Being targeted because of who you are or who you are perceived to be (face to face and/or online)
- Being targeted in the above forms via the internet – using platforms such as emails, social media, mobile phones, whatsapp and misuse of associated technology e.g. cameras & recording facilities

Bullying behaviour may be related to prejudice-based behaviours including racism, sexism or homophobia or related to the protected characteristics as outlined in the Equality Act 2010; and may only be one aspect of wider prejudiced behaviours and/or may compound other differences or difficulties.

## **Responsibilities of All**

All members of our school community have a responsibility to ensure our anti-bullying policy and ethos is embedded throughout our school community.

### ***Our teaching and non-teaching staff will:***

- Promote respect for self and others.
- Demonstrate, by example, the high standards of personal and social behaviour we expect from our young people.
- Address the effects of bullying and what it can lead to through the Personal, Social & Health Education programmes and other parts of the curriculum including a whole school focus.
- Be alert to signs of distress and other indications of bullying both inside and outside the classroom.

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- Listen to young people who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the PT Guidance of Head of House.

### ***Our PT Guidance staff & HoH will:***

- Follow up on any concerns raised from staff or young people within the school.
- Follow up on any complaint made by a parent/carer with regards to bullying and report back fully on the action(s) that have been taken.
- Counsel the young person(s) involved by offering supports from within the Integrated Support Team within Irvine Royal Academy.
- Alert staff to any elements of the incident that they should be aware of to ensure all parties involved are supported appropriately.
- Record, where relevant, incidents of Bullying on our central SEEMIS record keeping system and analyse this data regularly.

### ***We expect our pupils to:***

- Understand that all young people at Irvine Royal Academy have a right to feel safe. It is our expectations that all young people behave in a caring manner towards other members of the school community.
- Refrain from becoming involved in any kind of bullying and embrace the concepts of MVP – refrain from ‘doing nothing’ if they witness unkind behaviours between pupils.
- Report to a member of staff any witnessed or suspected instances of bullying.
- Help foster inclusive friendships so that other pupils do not feel isolated or excluded.

### ***We ask our parents/carers to support their children and the school by:***

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to the PT Guidance or any member of staff who will in turn report to the relevant PTG.
- Advising their children not to retaliate violently to any form of bullying.
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken.
- Informing the school of any suspected bullying, even if their young person is not involved.
- Co-operating with the school if their child is accused of bullying, try to ascertain the truth, and point out the implications of bullying both for the young people who are bullied and for the bullies themselves.
- Carefully monitoring their children’s use of the internet, social media and mobile devices.

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## Procedures for dealing with reported incidents

- Any reports of bullying<sup>1</sup>, in the first instance, will be reported to young person's PT Guidance or in their absence their Head of House. The PTG will work collaboratively with the HoH to agree how to progress with the incident.
- The report of bullying will be investigated promptly with a restorative approach at the centre of these investigations. Written statements may be taken.
- A record will be kept of all significant aspects of the incident and the incident will be logged in the school's bullying record keeping in SEEMiS and also in the relevant Pastoral Notes.
- Parents/guardians of both all parties will be contacted.
- The victim will be given immediate practical help and support to ensure they are able to experience all aspects of normal school life without fear of further bullying or re-crimination.
- Continued support will be given, where necessary, and a member of the Integrated Support Staff will follow up at a later date to ensure the matter has not re-occurred.
- It will be made very clear to the perpetrator that their behaviour is totally unacceptable. Advice will be given to help the young person to change their behaviour and they will be carefully monitored until staff are satisfied that the bullying behaviour has stopped. If appropriate, assistance from outside agencies may be sought.
- Appropriate consequences will be put in place by the school in line with Irvine Royal's Promoting Positive Behaviour Policy.

## Sources of Advice & Guidance

Organisation	Information & Contact Details
respectme	Government funded anti-bullying service managed by a partnership of SAMH, LGBT Youth Scotland and the Scottish Government. It provides free training and skills development and a website that provides guidance, support, advice, e-learning and further interaction through social networking to all stakeholders <a href="http://www.respectme.org.uk">www.respectme.org.uk</a>
ChildLine	ChildLine anti-bullying helpline in Scotland specifically for children and young people who are the victims of bullying or who are bullying other young people. The training and outreach team at ChildLine Scotland works with schools raising awareness of ChildLine and the issues faced by children and young people. 0800 44 1111 <a href="http://www.childline.org.uk/Pages/default.aspx">http://www.childline.org.uk/Pages/default.aspx</a>
What is Bullying?	Bullying Advice and support for young people affected by bullying. <a href="http://www.youngminds.org.uk">www.youngminds.org.uk</a>
Bullying UK	Helpful resources and good information on cyber bullying <a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
LGBT Youth Scotland	Aims to improve services for LGBT young people and the wider LGBT community. Toolkit for teachers: Dealing with homophobia and homophobic bullying in Scottish schools funded by the Scottish Government and developed in partnership with Learning and Teaching Scotland. <a href="http://www.lbgtyouth.org.uk">www.lbgtyouth.org.uk</a>

<sup>1</sup> See appendix 1 for NAC flow chart

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If you this policy is not enacted to your satisfaction you have the right to make a complaint in line with North Ayrshire's complaint policy:

<https://www.north-ayrshire.gov.uk/contact-us/complaints-and-feedback/make-a-complaint.aspx>

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# Appendix 1

Extracted from NAC Standard Circular M6 – anti-bullying policy

When responding to reports of bullying behaviour all North Ayrshire Educational Establishments, adhere to the following procedures. This flowchart is designed to give a clarity and an overview of the process only.

