



ELLON ACADEMY COMMUNITY CAMPUS

ANTI-BULLYING POLICY

JANUARY 2016

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1. BACKGROUND AND RATIONALE

The United Nations Convention On The Rights of The Child, underpins all Ellon Academy policies, procedures and practices to ensure that pupils' rights and responsibilities, along with respect for all are promoted. This policy links into our United Nations Rights Respecting School Framework.

2. SCHOOL AIMS & LINKED NATIONAL PRIORITIES

1. Achievement and Attainment

We have the highest expectations for every single young person who enters Ellon Academy. All our young people are given every encouragement to aim for the highest possible levels of achievement in educational attainment and life skills.

2. Framework for Learning

We aim to provide quality learning and teaching experiences for all our pupils, based on their unique aptitudes, needs and abilities, delivered by a professional and highly dedicated staff. By constantly reviewing and evaluating our curriculum, we aim to ensure that the needs of all learners are addressed. We see each individual as unique and make every effort to make them aware of the school's responsibilities to them and also their responsibilities to the school, fellow pupils and the local community. Also, we have very high expectations for the learning that takes place in every classroom, and for each pupil's contribution to this. Good classroom relationships are crucial to developing a positive school ethos, firmly built on positive relationships between all partners.

3. Inclusion and Equality

Ellon Academy has a tradition of being a fully inclusive school. We aim to help every individual pupil to benefit from education, and take pride in the support we continue to provide for pupils of all abilities and needs, within a framework of equal opportunities. We aim to be a caring community, providing the highest possible levels of support for all pupils. All members of the Ellon Academy community are valued and respected.

4. Values and Citizenship

Promoting Education at Ellon Academy is firmly founded on a partnership that aims to teach pupils respect for themselves and others. It also aims to make pupils aware of their rights and responsibilities both within the school community and as part of society generally, thus developing effective skills of citizenship and an awareness of the need to care for and value our environment.

5. Learning for Life

Ellon Academy aims to create a learning environment that enables pupils to develop creativity, ambition, enterprise, and the skills and attitudes required for success in life the 21st Century.

3. POLICY AIM(S)

This policy specifically relates to the following School Aims (SA) and National Priorities (NP):

- Inclusion and Equality
- Values and Citizenship
- Learning for Life

In this Anti-Bullying Policy we aim to:

- Provide a happy working environment based on mutual respect
- Develop and promote a tolerance and respect for others
- To help members of the school community to deal with bullying behaviour when it occurs and to prevent it
- To build the capacity, resilience and skills in young people, parents and carers, to prevent, and deal with, bullying behaviour

4. IMPLEMENTATION STRATEGIES

This policy has three main strategies:

- To prevent and reduce bullying behaviour
- To record and monitor occurrences of bullying behaviour
- To react to incidents of bullying behaviour and to care for and support all young people involved in such behaviour.

At Ellon Academy we aspire to promote and maintain a culture based on respect where opinions are valued, differences are celebrated and positive relationships are promoted.

The immediate and long term strategy is to reduce bullying behaviour and to ensure that where bullying behaviour occurs, it dealt with in a fair, consistent and constructive manner through a restorative approach.

PREVENTION

Our priority is prevention as incidents of bullying behaviour are often carried out in secret and are more challenging to deal with after they have occurred. All Campus staff have a responsibility to respond and deal with incidents of bullying behaviour.

Strategies

- Involving staff, parents and pupils as a positive resource to reduce incidents of bullying behaviour and prevent victimisation
- Using the PSE and wider school curriculum to raise awareness of bullying as a means of educating pupils to enable them to bring about change
- Increased staff supervision in areas identified where bullying behaviour may occur
- Sharing of information related to bullying behaviour as part of the transition process
- Promotion and publicity of the reporting procedures for children, young people, staff and parents
- Providing guidance for all staff to allow us to work towards eliminating any kind of bullying behaviour
- Providing support for pupils **from pupils** through the Anti-Bullying Committee
- Providing support and strategies for pupils from Community Learning Staff

DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

In dealing with incidents of bullying behaviour there are two main objectives:

- To provide help and ongoing support to young people facing bullying behaviour
- To provide help and ongoing support for young people displaying bullying behaviour to change this behaviour

PROCEDURES

- Any incidence of bullying behaviour should be reported to an adult within the Campus
- Incidents of bullying behaviour within the classroom will be dealt with initially by the classroom teacher. PTGs will be informed of ongoing issues
- When an incidence of bullying behaviour is reported it will be taken seriously and dealt with promptly.
- The information should be reported to the appropriate Principal Teacher of Guidance; the PTG will then investigate the incident appropriately using their professional judgement in the handling of the matter.
- All reported incidents will be investigated promptly and logged appropriately by the PTG in Anti Bullying Log. (Appendix 2)
- In serious cases, PTGs will liaise with the link DHT and parents/carers will be informed; they may be asked to come in to a meeting to discuss the problem.
- In the most serious cases, following consultation with the Head Teacher exclusion may be considered and/or the police contacted
- Appropriate strategies/resources eg restorative meetings, one-to-one meetings with school or Community Learning staff, will be used in an attempt to change the behaviour of the person displaying bullying behaviour.
- The person at the receiving end of bullying behaviour will be given support through appropriate use of strategies/resources eg pupil led support group, work with Community Learning Staff
- Parents/Carers will be given advice/support to encourage the positive behaviour of their children – meetings, information leaflets, advice

5. POLICY CONSULTATION PROCESS

This Policy has been subject to consultation with sample groups of relevant stakeholders including; pupils, parents/carers, the Parent Council and the Ellon Academy Quality Improvement Officer.

This Policy will be reviewed as required and formally as part of the Ellon Academy policy review cycle outlined in the Whole School Improvement Plan. This Policy will be updated as required and formally reviewed during session 2019-20.

6. STAFF DEVELOPMENT AND RESOURCES

The main resource implication for this policy is;

- Staff familiarisation with this policy
- Updated Leaflets for Pupils, Parents/Carers and Staff
- CPD on restorative practice

7. POLICY EVALUATION AND REVIEW

Evaluation and review of this policy will enable the school to identify CPD needs and future improvement plan priorities to assist us in our continuous improvement drive towards excellence.

8. APPENDICES

1. Bullying Log Sample
2. Parent Letter Sample
3. Amended Pupil Statement