



# Anti-bullying Update



## AIM

- Following survey results and a pupil focus group our Anti-bullying Policy is now in draft
- We aim to ensure a positive anti-bullying ethos of "Speak Up and Report" is shared among our whole school community
- We are all confident in the school's commitment to anti-bullying.

**STOP  
BULLYING**





# Education Scotland Evaluative Language



almost all	means	over 90%
most	means	75% to 90%
majority	means	50% to 74%
less than half	means	15% to 49%
few	means	up to 15%

**ONE  
KIND  
WORD**





# Response to survey



- The majority of pupils responded to our survey
- Few parents/carers responded, especially from S4/5/6





# Do you feel you have been bullied in school in last 2 years?

Learning for Improvement  
Aspiring to Achieve



- The majority of pupils and parent/carers stated that they (their young person) had not experienced bullying in the past 2 years





# Type of bullying experienced



- Both pupils and parent/carers stated that verbal, name calling, gossiping was the bullying behaviour that young people had experienced the most
- They also stated that they experienced exclusion, ignoring, isolating, threats and intimidation





# Where and Who?



**Be  
Kind.  
WORDS  
DON'T  
Rewind**

- Most pupils and the majority of parent/carers stated bullying happened in corridors or in class
- The majority of pupils and less than half of parents stated bullying happened online
- Most pupils and parent/carers stated that bullying behaviour was by someone in the same year





# Reporting bullying

Learning for Improvement  
Aspiring to Achieve



Linlithgow Academy



- Less than half of pupils reported bullying
- Of the pupils that reported bullying, the majority were happy how it was dealt with
- The majority of parent/carers stated that their young person had reported bullying
- Less than half of parent/carers were happy how it was dealt with





# Witnessed bullying in school?

Learning for Improvement  
Aspiring to Achieve



Linlithgow Academy



- Less than half of pupils believe they have witnessed bullying in school
- Of those pupils that have witnessed bullying, most did not report it







# What more can LA do?



- Pupils and parent/carers
  - Ensure pupils understand what bullying behaviour involves
  - Reassure that reports of bullying behaviour will be taken seriously
- Pupils
  - PSE lessons to include prejudice, discrimination, harassment and protected characteristics
- Parent/Carers
  - A positive ethos of reporting "speak up and report"





# Action Plan – next steps



- **Update Anti-bullying Policy to reflect survey results**
- **Speak Up and Report** - Share clear guidance about how to report bullying with pupils, parent/carers and staff and build confidence that this is being dealt with
- **School Culture** - Ensure our school community understands what bullying behaviour involves and actively challenges this through staff training, school assemblies, parent/carer awareness etc.
- **Shout Outs** - enhance anti-bullying culture by celebrating positive messages across school on weekly basis
- **PSE** - Curriculum reviewed to ensure it explains, reassures and challenges bullying behaviour as part of the "Personal Safety" block in all years.
- **MVP (Mentors in Violence Protection) Programme** - Uses peer education and bystander approach to tackle gender-based violence and bullying. The Bystander approach is key to promote the "Speak up and Report" approach.
- **Curriculum Structure** - reviewing structure to enhance positive relationships and increased wellbeing focus in classrooms

# Definition of Bullying (Anti-bullying Alliance)

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**What is bullying?**

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

# What does this bullying behaviour look like?

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Tease      Belittle      Name calling      Take belongings  
Goad      Humiliate      Pick on someone      Find a weak spot  
Lie      Threaten  
Spread rumours      Isolate      Intimidate      Exploit situations  
Undermine      Manipulate      Punch  
Enrol others in bullying ("gang up")      Push      Shout      Kick      Dirty looks  
Trip

# Speak Up & Report- What is our role?

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- Respond when we see bullying behaviour - EVERYONE
- Start a conversation with a friend/s if we notice them giving someone a hard time - they might not realise this is hurtful.
- Start a conversation with a friend/s if we notice they are getting a hard time from some one else. They might just need that support to talk about it.
- Start a conversation with any member of staff if you are experiencing bullying behaviour, you have witnessed it or are aware of it happening.
- Be clear that we take bullying behaviour seriously.
- **SPEAK UP & REPORT** any behaviour you find is bullying

**Intentional, Hurtful, Repetitive, involves an Imbalance of Power**

# Our Anti-Bullying Pledge Speak up & Report



## LA Anti-Bullying Pledge (Draft Jan 2022)



### Our Pledge

We are **RESPECTFUL** of everyone's individuality, demonstrating kindness and support to others.

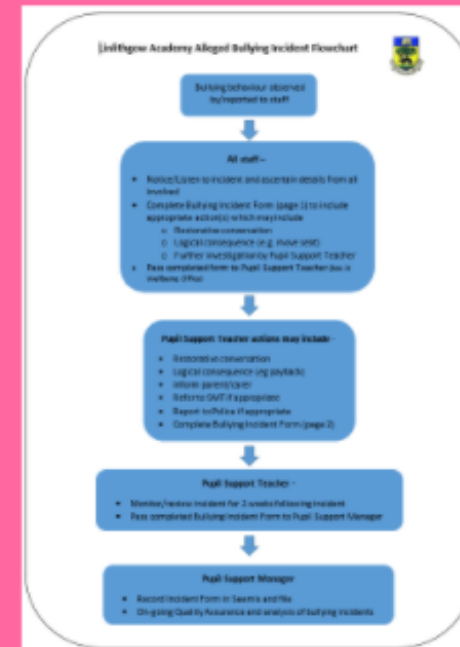
We are **READY** to speak up and report bullying behaviour.

We are **RESPONSIBLE** to challenge bullying behaviour and are aware of our own behaviour choices.

### Our Collective Role



### Our Action Plan



# Our Anti-Bullying Pledge

## Speak up & Report

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# Our Anti-Bullying Pledge

## Speak up & Report

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### Our Collective Role



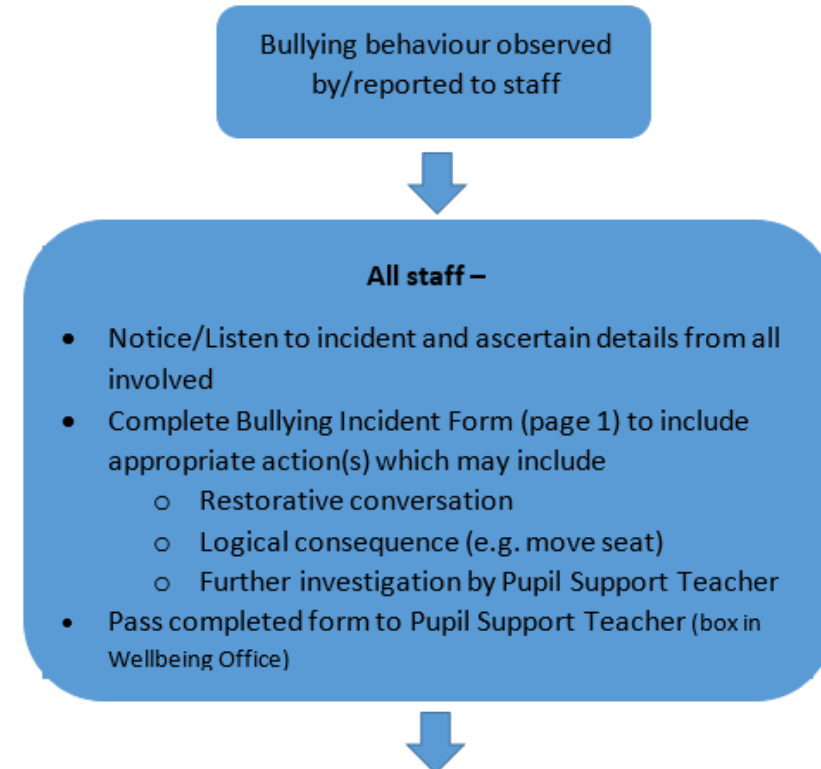


# Our Anti-Bullying Pledge

## Speak up & Report



Linlithgow Academy Alleged Bullying Incident Flowchart



# Our Anti-Bullying Pledge Speak up & Report



### Pupil Support Teacher actions may include -

- Restorative conversation
- Logical consequence (eg payback)
- Inform parent/carer
- Refer to SMT if appropriate
- Report to Police if appropriate
- Complete Bullying Incident Form (page 2)

### Pupil Support Teacher -

- Monitor/review incident for 2 weeks following incident
- Pass completed Bullying Incident Form to Pupil Support Manager

### Pupil Support Manager

- Record Incident Form in Seemis and file
- On-going Quality Assurance and analysis of bullying incidents

# Speak Up & Report - Recording Alleged Bullying Incident Form

## Linlithgow Academy Alleged Bullying Incident Form (draft as Jan 2022)



### Report of Incident

Reported by:		Department:
Date:	Time:	Location:

+ Details of incident/situation/concern

Details of pupils involved	
Name	Class

Action taken (initial and date)	Comments
Restorative meeting	
Logical consequence (eg move seat)	
Other (please detail)	
Incident resolved	
Further investigation by Pupil Support Teacher	

Please complete and pass to Wellbeing Office

# Speak Up & Report - Recording Alleged Bullying Incident Form

To be completed by Pupil Support Teacher

Pupil Support Teacher Action (initial and date)	Comments
Restorative meeting	
Logical consequence (eg payback)	
Parent Informed	
Refer to SMT	
Refer to Police	
Incident resolved	
Other (please detail)	

Incident Monitor/Review for 2 weeks following incident

Monitor/Review	YES	NO	N/A
Person(s) experiencing bullying behaviour			
Do they feel their concerns were listened to?			
Do they feel satisfied with the outcome?			
Is parent/carer satisfied with outcome?			
Person(s) displaying bullying behaviour			
Do they feel their concerns were listened to?			
Do they feel satisfied with the outcome?			
Is parent/carer satisfied with outcome?			



<b>Incident Closed</b>	
Reviewer sign:	Date:

Please complete and pass to Pupil Support Manager for recording in Seemis and filing

**SPEAK UP**



**REPORT**

**STOP**  
**BULLYING**  
.....  
SEE IT - SAY IT - STOP IT