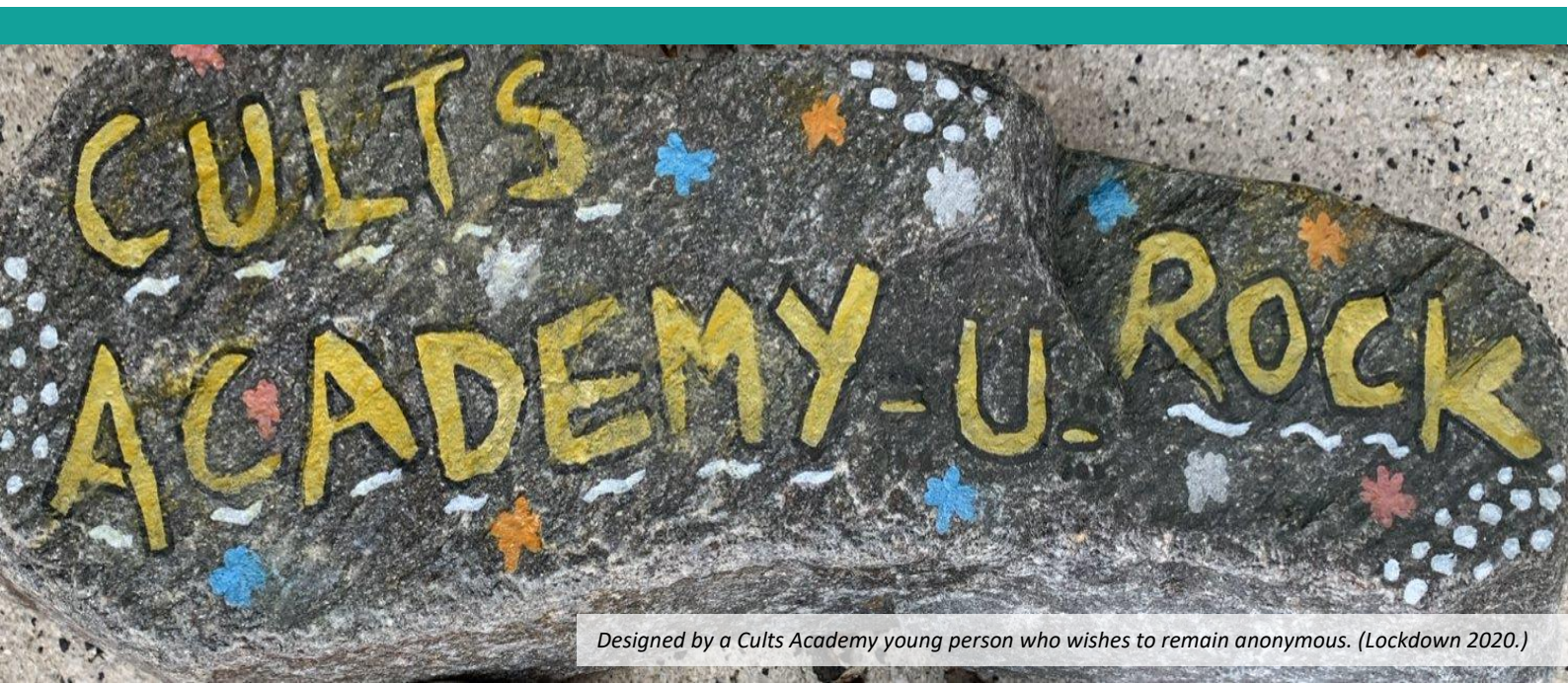


Accept and Respect

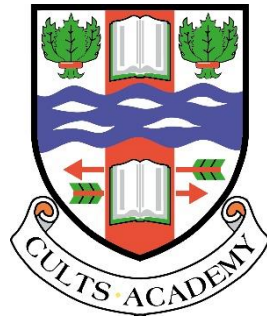
Our Anti-Bullying Policy

“You don’t have to like me, agree with me or enjoy the same things I do...but you do have to respect me.”

Respect for all, Scottish Government.



Designed by a Cults Academy young person who wishes to remain anonymous. (Lockdown 2020.)



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Policy Lead	N. Cowling, DHT
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Introduction

Our Respect and Anti Bullying Policy links to our school values of *respect, kindness, resilience, fairness* and *responsibility*. It is a key part of our overall vision for Wellbeing, which is acceptance and progress for all.

We expect all members of our school community to show *respect* to one another. This means that we are polite and kind to one another, even when we disagree. It means that Cults Academy is a community for everyone.

We show *kindness* to each other by respecting difference and disagreeing agreeably. We also show kindness by looking out for those that need help or support and by challenging and educating those who treat others in an unkind way.

We aim to build *resilience* in our young people, challenging them and preparing them to cope with adversity.

We promote *fairness* for all in our school community. This means that we listen to all sides and try to deal with all matters in a fair way, taking account of everyone's needs.

We believe in *responsibility*. This means young people taking accountability for their actions, recognising when they have caused hurt or upset to others and working to fix things.

All young people should be supported so that they are happy, safe and able to achieve during their time at Cults Academy. Bullying of any kind is unacceptable.

"Our school is welcoming and everyone feels that they belong here. All pupils have opportunities to make friends and feel part of a group."

- How Good is OUR School: Our Relationships

"The ethos and vision of the school strongly promotes equality, challenging all forms of discrimination."

- HGIOS4 2.1 Safeguarding and Child Protection

"Learners, parents and carers, staff and partners feel that they are treated with respect and in a fair and just manner."

- HGIOS4 3.1 Ensuring Wellbeing, Equality and Inclusion

We accept and respect everyone.

Aims

- To realise our Wellbeing Strategy: developing Culture, Relationships and Inclusion
- To ensure that all teaching and support staff, pupils and parents have an understanding of equality and diversity.
- To educate young people to respect one another and to exhibit kindness and resilience.
- To support and advise parents so that they can support their child.
- To celebrate diversity.
- To give guidance to all on how to identify and deal with instances involving bullying and how this differs from regular and normal relationship disagreements.

What is Bullying?

'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 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.' - Respect for all, Scottish Government

Bullying is a breach of the UN Convention on the Rights of the Child. Bullying behaviour can harm physically or emotionally and, while the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions such as looks, messages, confrontations, physical interventions, or the fear of these.

Bullying can take various forms, including *emotional, verbal, sexual, physical* or *social*.

Bullying can take place in person, online or in a mixture of both settings.

Prejudice-based bullying can be based on any characteristic unique to a child or young person's identity or circumstance and some of these characteristics are protected by law.

There are 9 characteristics protected under the Equality Act (2010). These are:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Bullying behaviours may include name calling, teasing, being hit, having belongings taken, being ignored, receiving abusive messages, having rumours spread about you or simply being targeted for who you are or who you are perceived to be.

We refer to "those experiencing bullying behaviour" and "those displaying bullying behaviour" rather than labels of "victim" and "bully" as these are not helpful in addressing the situation.

Children with additional support needs may experience bullying differently. It is important to take into account additional support needs and the principles of inclusion when addressing bullying.

What is Relationship Conflict?

It is important for children and young people to discuss how they feel and help them develop resilience to manage their relationships.

We know that children and young people will fall out and disagree with each other as they form and build relationships. This is a normal part of growing up and most children and young people have the ability to bounce back from this type of behaviour.

It is important that parents and staff carefully consider a whether a situation is relationship conflict or bullying behaviour.

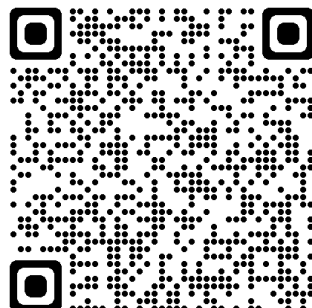
We work with young people to understand the differences between bullying, relationship conflict and general wellbeing concerns.

Our “Wellbeing Concern Form” allows young people to report any of the three categories:

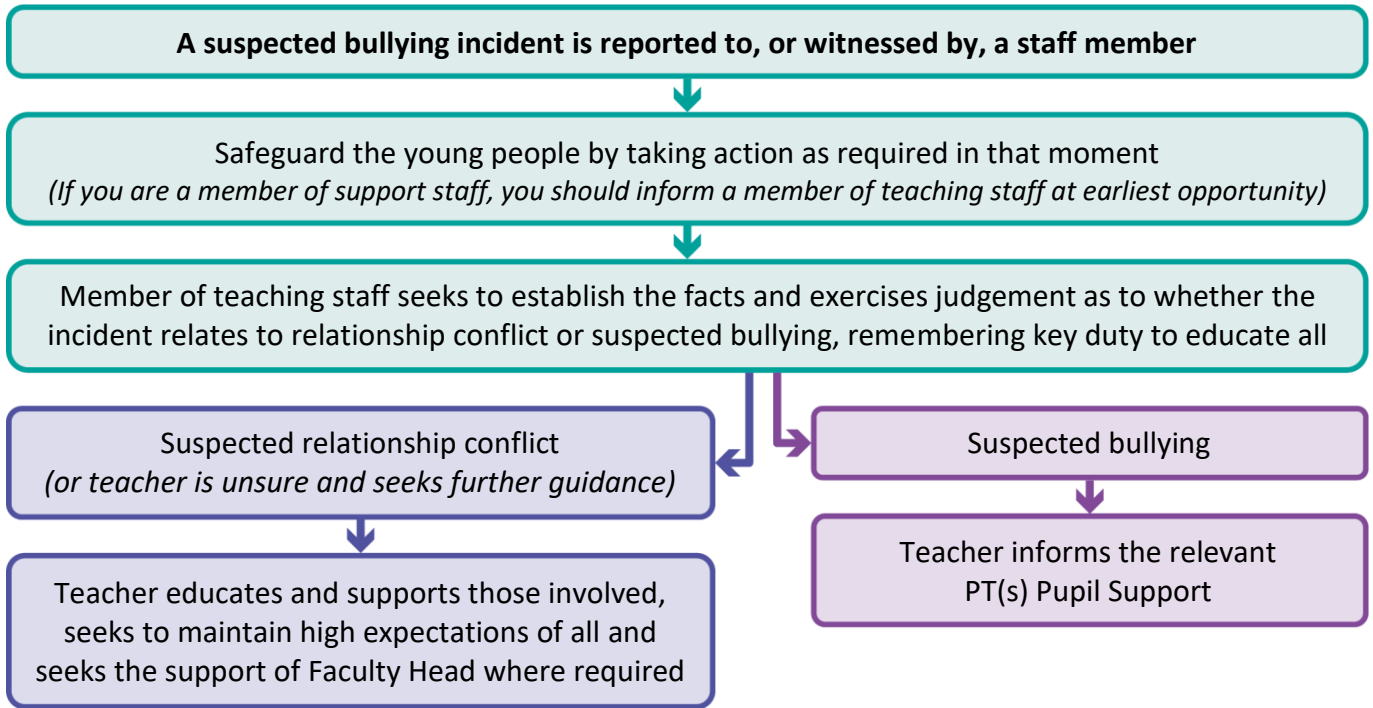
Bullying: The use of teasing, threat or force to make others feel upset, uncomfortable or unsafe.

Relationship Conflict: A conflict resulting from either personality clashes or negative emotional interactions between two or more people.

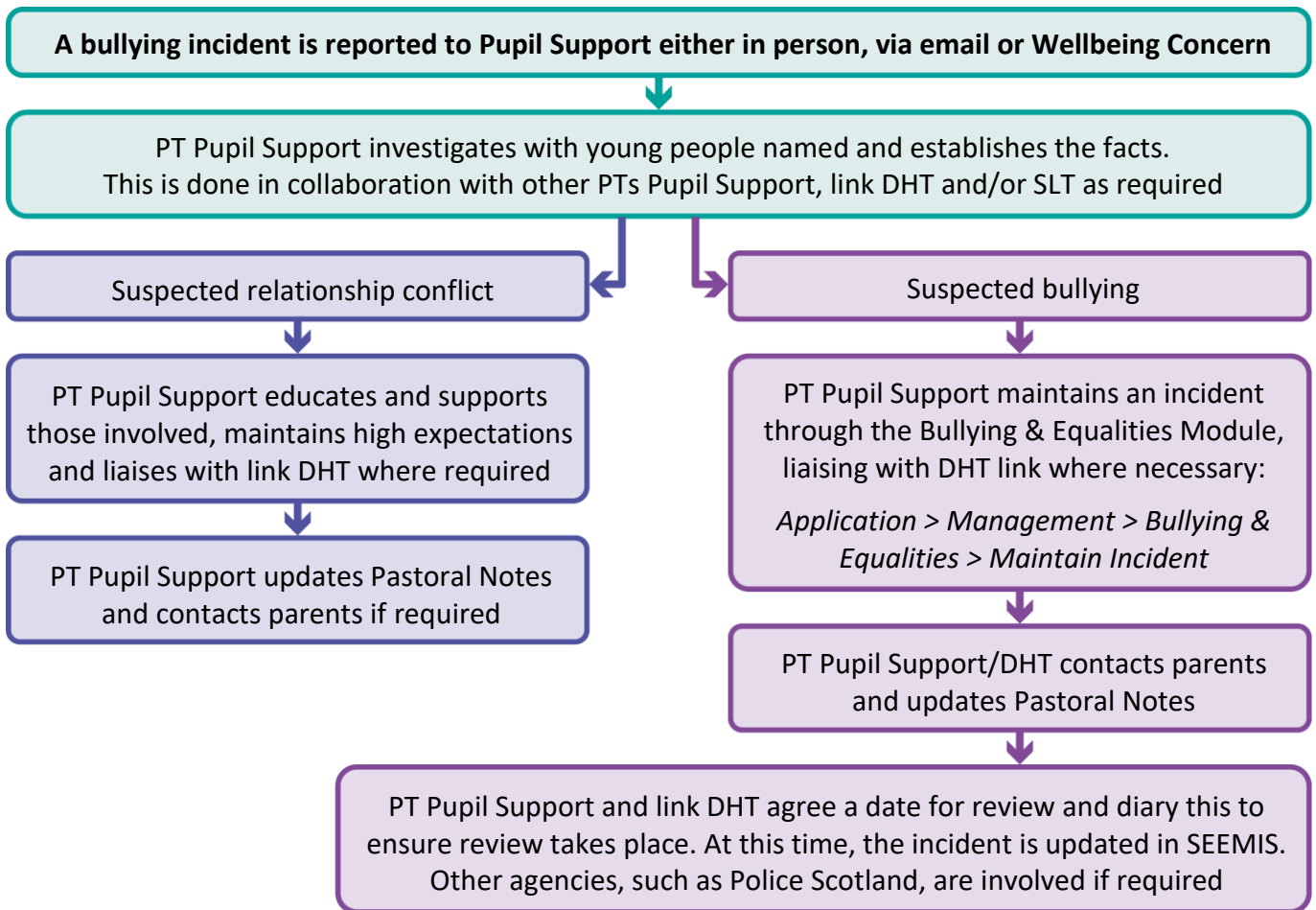
General Wellbeing Concern: A concern regarding a fellow young person’s mental or emotional health and wellbeing.



Procedures – all staff



Procedures – Pupil Support/SLT



All staff receive annual Child Protection training and are signposted to other relevant training as part of Career Long Professional Learning. Staff can access our Child Protection Micro Site via the Staff Hub.

The voices of our young people

We engaged with young people in all year groups through Pupil Voice sessions where we discussed Respect and Anti Bullying. Young people led the learning to discuss the concept of respect to agree on key advice around respect and anti-bullying.

Our young people say that “Respect” is about:

- Listening to others
- Being inclusive
- Treating others as your equal
- Being kind
- Understanding people’s differences: gender, race, religion, identity, individual circumstances
- Not judging people based on perceived opinions
- Valuing each other and celebrating each other’s successes
- Giving your opinion without pushing it on others
- Acknowledging and being conscious of people’s boundaries

Our young people have advice for fellow pupils, teachers and parents when dealing with suspected bullying:

Advice from our Young People		
Advice for Pupils	Advice for Teachers	Advice for Parents
Tell someone, like a trusted adult or reliable friend.	Treat every form of bullying seriously.	Comfort the child and tell the teacher what is happening so they are aware of it.
Do not be a bystander. Try to help out or tell a teacher.	Listen actively.	Do not jump to conclusions. You could say “My child tells me this is happening.”
If you do not want to get directly involved, you could show kindness to the person who has experienced a bullying incident after the event.	Deal with the incident but do not dwell on it. Focus on what can be done to help rather than going over the past.	Spend quality time with your child and take their mind off their worries.
Make sure you do not hide what is going on.	Young people may not want to get together following a bullying incident, so think carefully before suggesting this.	Try to make the situation relaxed rather than getting too wound up.

Options for Young People

1. Be kind

We want all members of our community to be kind to one another. You may not even be directly involved in bullying but you may recognise it happening to others. Take any opportunity to show kindness to one another, and remember to show kindness to yourself.

2. Report it

We hope young people will report any concerns as soon as possible in person. Young people also have the option of filling in a [Wellbeing Concern Form](#). The completed forms are picked up by the Pupil Support Teachers. This QR code is available throughout the school.



3. Ignore it

Bullying should never be tolerated. Ultimately, if the situation is not improving, it is vital to consider a different approach.

4. Ask them to stop

Sometimes people do not realise the impact they are having. You may want someone to support you with this, such as a teacher or friend. It is important not to retaliate through negative words or actions. There is no guarantee this strategy will work so it is important to consider other options.

5. Tell someone

Our expectation is that all children at Cults Academy have at least one teacher with whom they would be happy to speak. Our goal is that every child will have several teachers with whom they would be happy to talk. A trusted adult should listen clearly to you and want to do their best to help. Perhaps someone on the list below could be an option:

- ✓ Family member or friend
- ✓ Any member of staff that you trust
- ✓ Childline on 0800 1111 or The Samaritans on 116 123

6. Find positive ways of dealing with your feelings

One of the best things you can do when you are feeling sad is to try and improve your wellbeing by connecting with others. It is likely that you will feel better after you have played some sports, met up with friends or joined a club. At Cults Academy, there are lots of options for connecting with others through our Opportunities for Personal Achievement and the range of extra-curricular activities. It might also be helpful to take a break from social media.

7. Consider your online activity

Only use websites and apps that are approved for your age and only accept people you know and trust as friends. If someone does or says something online that you do not like you can ignore them, ask them to stop, block them and report them. If anything concerns you online, speak to a trusted adult. If you think someone might have committed a crime, you can tell the police.

Support for Young People

Tutor Teacher

All young people have a Tutor Teacher who meets with their Tutorial Class every morning. The Tutor Teacher is expected to form strong relationships with the young people in their class and to be available to offer support and advice as a first point of contact each morning.

Pupil Support Teacher

All young people have a Pupil Support Teacher linked to their House. Young people see this teacher weekly through Personal and Social Education and on other occasions as required. Each Pupil Support Teacher has an office in the school and is the main point of contact for any pastoral concerns.

Wellbeing Concern Forms

Any young person can approach any teacher to raise a concern about relationship conflict or bullying. In addition, they can fill in a [Wellbeing Concern Form](#) on the school website.

KOOTH app

KOOTH is an online Mental Wellbeing Community, including a smartphone app. Visit: <https://www.kooth.com>

Respect Ambassadors

Respect Ambassadors are young people who are appointed to this post following training from staff, such as through the MVP Programme (see below). These young people support our school improvement journey with a focus on meeting the aims of our Respect and Anti Bullying Policy. Young people will see these Ambassadors in their PSE classes in the Junior Phase.

Mentors in Violence Prevention

The Mentors in Violence Prevention (MVP) Programme addresses a range of behaviours including name-calling, sexting, controlling behaviour and harassment, and uses a 'by-stander' approach where individuals are not looked on as potential victims or perpetrators but as empowered and active bystanders with the ability to support and challenge their peers in a safe way.

Childline

Childline exists to help anyone under 19 in the UK with any issue they are going through.

You can talk about anything. Whether it's something big or small, trained counsellors are available to support you.

Calling Childline is free and does not show up on the phone bill. Simply call 0800 1111 or visit <https://www.childline.org.uk>

The Samaritans

The Samaritans are there for anyone who wants to talk. They do not judge and they do not tell you what to do but they are there to listen. Visit: www.samaritans.org, call 116 123 or email jo@samaritans.org but do know that it may take a few days to get a response to an email.

Options for Parents and Carers

1. Listen

Parents should listen to their child. Listening actively means really hearing what their child is saying. Listening actively means checking with the child to make sure you have heard them properly.

It is important to try and stay calm and measured when your child shares things with you. Inside, you might be worried or angry, but your child will benefit from a calm and measured approach.

2. Provide Reassurance

Parents have a responsibility to build resilience and independence in their child.

3. Give Advice

Listen to what your child is saying but understand that this is from their perspective. In all cases of bullying there will be another perspective, so seeking to understand the full picture and not jumping to conclusions would be helpful for all concerned.

4. Support Safe Online Activity

Maintain open dialogue so that your child shares any concerns with you. Help your child to ensure they are only accessing sites or apps for their age. Encourage breaks from online activity and redirect your child onto a different, healthier activity.

5. Contact the School

Parents can contact the school on 01224 868801 or can email cultsacademy@aberdeencity.gov.uk and ask to speak to their child's Pupil Support Teacher or Depute Head Teacher.

You can also comment, complain or compliment – see our website for further information: <https://cults-academy.aberdeen.sch.uk/comments-complaints-compliments>

Support for Parents

Family Learning Hub

Our Family Learning Hub is regularly updated with Health & Wellbeing resources, learning links and things to watch, read & do for parents and young people.

Visit: <https://sites.google.com/ab-ed.org/cultsfamilylearning>

Respect Me

Respect Me is Scotland's Anti Bullying Service with resources to support young people, parents and school staff. <https://respectme.org.uk>

Grampian Regional Equality Council (GREC)

Grampian Regional Equality Council (GREC) takes a leading role in advancing equality across North East Scotland. They work to tackle prejudice and discrimination, celebrate diversity, build positive community relations, and provide evidence to change policy and practice. <https://grec.co.uk>