



Williamwood
High School

Mighty oaks from little acorns grow

Anti-Bullying Policy

An Ongoing Story of Zero Tolerance

Respect * Ambition * Kindness



Contents

Williamwood High School's Aims	p. 2
Rationale	p. 3
Background and Legislation	p. 3
Aims of Policy	p. 4
What is Bullying Behaviour?	p. 4
When is it Not Bullying Behaviour	p. 6
Protected Characteristics	p. 6
Preventing Bullying Behaviour	p. 7
What can you do if you are experiencing bullying behaviour?	p. 9
Dealing with Incidents of Bullying Behaviour	p. 10
Appendix A: Types of Bullying Behaviour Illustration	p. 13

Williamwood High School's Aims

The school promotes high expectations and standards which create an inclusive environment, where all are encouraged to strive to achieve their full potential. The positive ethos across the school and a high degree of commitment shown by our staff, our young people and our parents, as well as the wider community, allow the young people of Williamwood to achieve their full potential, both academically and socially.

Our school values of Respect, Ambition and Kindness underpin the life and work of the school. We recognise learners' successes in living the school values through their actions and choices. Our school vision of 'Mighty Oaks from Little Acorns Grow' aims to develop the skills which will enable our young people to become:

- Successful Learners
- Confident Individuals
- Responsible Citizens
- Effective Contributors

Rationale

In Williamwood High School, we strive to create an inclusive ethos and learning environment where the care and welfare of all our pupils is paramount. The whole school community works together to create an inclusive environment where everyone is treated equally, all young people thrive, and they develop the knowledge, skills and resilience required to achieve their full potential. The vision of 'Mighty Oaks from Little Acorns Grow' was created through consultation with the Williamwood community in 2023. The vision's success is built on the whole community living our school values of Respect, Ambition and Kindness. Williamwood High School is strongly opposed to bullying and is committed to ensuring that all pupils feel safe and respected. Every member of the school community, i.e. all staff, pupils and parents/ carers are responsible for achieving this aim.

Background and Legislation

This policy makes use of current documentation that has supported our strategic planning. In particular, we have utilised the following documents:

- Scottish Government. (2022). *Getting it Right for Every Child*
<https://www.gov.scot/policies/girfec/>
- Scottish Government. (2017). *Respect for All: National Approach to Anti-Bullying* <https://www.gov.scot/publications/respect-national-approach-anti-bullying-scotlands-children-young-people/>
- Education Scotland. (2017). *Curriculum for Excellence Health and Wellbeing Across Learning: Responsibilities of All*
<https://education.gov.scot/media/i32j1wu0/hwb-across-learning-eo.pdf>
- The Children and Young People (Scotland) Act 2014
- The UNCRC (Incorporation) (Scotland) Act 2024
- East Renfrewshire Council *Standard Circular 8(a)*.
- respectme.org.uk



Aims of Policy

The aim of this policy is to prevent bullying behaviour through a shared understanding, with all stakeholders working collaboratively towards an environment free from bullying. It provides guidance to the pupils, staff and parents/carers of Williamwood High school community on preventing, responding to and reducing bullying behaviour.

What is Bullying Behaviour?

East Renfrewshire Council Education Department's 'Standard Circular 8(a): Bullying and Anti-Bullying' defines bullying behaviour as 'physical, emotional, verbal or intimidatory behaviour or behaviour that leads to marginalisation'.

Bullying behaviour may include:

- being called names, teased, put down or threatened
- being hit, tripped or kicked
- having belongings stolen or damaged
- being sent malicious notes or gossip
- being ignored, left out or having rumours spread about you
- receiving abusive text messages, e-mails or through social networking sites
- being forced to do things against your will
- personal remarks about body image, disability, family or social background
- being targeted for who you are or who you are perceived to be.

It can take the form of:

- Racist abuse
- Sexist abuse
- Harassment
- Homophobia
- Biphobia
- Transphobia
- Sectarianism



Sectarianism is discriminating against someone based on their religious or political beliefs. Racism is prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior. Sexism is the belief that the members of one gender are less intelligent, able, skilful, etc. than the members of another gender.

Homophobia is when someone dislikes, shows prejudice or is scared of lesbian and or gay people. Biphobia is when someone dislikes, shows prejudice or is scared of bisexual people. Transphobia is when people are scared, dislike or show prejudice to transgender people. We support all students and staff whatever their sexuality or gender identity.

Respect Me states that Bullying is "... (a) mixture of behaviours and impacts; what someone does and the impact that it has on you, which affects your ability to feel safe and in control of yourself." (respectme.org.uk)

Bullying behaviour can include:

- Writing something offensive about someone, using graffiti, notes, letters, text messages, e-mails and social media
- Taking and/or sending offensive or humiliating photographs
- Verbally abusing someone by insulting him, her and them- name-calling, making threats, spreading malicious rumours, using sarcasm
- Physically hurting someone by hitting, kicking, pushing, shoving, spitting, tripping up, etc.
- Damaging or hiding personal property such as books and clothing
- Excluding someone by making sure, they are isolated from their friends and peers
- Humiliating someone because they are seen to be "different", e.g. they are individual in their style of dress, come from a different culture or religious background, have a different set of values, etc.
- Laughing at/mockng someone, even if you feel there is something which is funny – if it could embarrass or upset them, it is bullying behaviour
- Racist behaviour such as name-calling, making racist jokes, offensive mimicry, etc.
- Making comments of a sexual nature including those about appearance, attractiveness and emerging puberty



- Homophobic and transphobic behaviour, whether through the derogatory use of the spoken word (e.g. name-calling, making jokes or using the word 'gay' in a negative way), through the written word, or by insinuation or offensive mimicry
- Targeting pupils with special needs or disabilities by insulting them, name-calling, making threats, spreading malicious rumours, using sarcasm, etc.
- Bullying behaviour can be displayed by two people towards each other.

Some bullying actions might fall into more than one of these groups, while others may not obviously fit into any of them. If you think that you or someone you know is being bullied, speak to a trusted adult.

When is it Not Bullying Behaviour?

Children and young people falling out or having disagreements is a normal part of growing up and building relationships. Accidental bumps and knocks, not liking someone or expressing unpleasant thoughts or feelings regarding others can be painful or discomfoting. It is important that they have opportunities to discuss how they feel and to develop resilience and emotional literacy in managing their relationships. Early intervention and prevention including the embedding of whole school values and restorative practices are key elements of an approach focused on ensuring we get it right for all of our children and young people.

Protected Characteristics

This policy makes use of the following guidelines and legislation, described by Respect Me:

'The Equality Act 2010 makes it illegal to discriminate against a person due to the following, which are known as the 'Protected Characteristics':

- age
- beginning or going through gender reassignment
- being married or in a civil partnership
- being pregnant or having a child
- disability



- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

This law also makes it illegal to abuse someone who doesn't have any of these characteristics, but people may assume they have, or they associate them with someone who does; such as a friend or family member. This means that it's never acceptable to use homophobic, racist or offensive language, or make fun of anyone's disability or their personal circumstances'. (respectme.org.uk)

Preventing Bullying Behaviours

Williamwood High School has a commitment to the care and welfare of students and works to create a caring and inclusive ethos whereby each individual is valued and respected. We celebrate differences and promote positive relationships with the aim of making it difficult for bullying behaviour to occur or be tolerated. Preventative approaches include:

- Creating motivational ways to engage pupils and raise awareness of bullying within our PSHE programme including an MVP programme
- Shared clarity with all stakeholders on what bullying behaviour is and its potential impact
- Peer buddying or mentoring - S6 buddies and mentors are trained and offer support and guidance to new S1 pupils and other pupil where required
- Peer mediation and restorative work
- Anti-bullying campaigns, posters, assemblies
- Anti-bullying focus group who work closely to monitor and discuss issues
- Having opportunities for pupil voice views to be shared
- Encouraging pupils to report bullying incidents using our anonymous box
- Discussing the impact and legal consequences of cyber bullying, supported by campus Police Officer who will discuss Hate Crime and provide support in situations of bullying behaviour
- Continually reviewing processes and approaches within the school
- Pupil Support and SLT monitoring peer issues and facilitating restorative practices



Williamwood High School

Mighty oaks from little acorns grow

- Working with partners where appropriate
- Robust transitions programme to allow for early intervention at P7-S1 transitions
- Involving the Head Teacher and/or police, along with parents and carers when necessary.



What can you do if you are experiencing bullying behaviour?

Report it - tell a trusted adult, such as a teacher or family member, about what is happening. If you do not feel comfortable talking to someone you know, there are also helplines that you can contact for advice.

Talk it Out - if you feel safe to do so, try to talk to the person who is bullying you and explain their behaviour is harmful or upsetting. They may not realise the impact that their actions are having.

Walk Away - if you are experiencing bullying, remove yourself from the situation if you can do safely. Try not to retaliate as this can make things worse and you could get into trouble yourself.

Collect Evidence - keep a note of what happened, who was involved and when it happened. If the bullying is online, take screenshots of messages or comments so you can report it to your trusted adult.

Surround Yourself with Friends - spend time with people you trust who make you feel good. If you are being bullied by someone in your friendship group, consider if they are a true friend.

Do not blame yourself - if you are being bullied, remember it is not your fault. You should not have to change anything about yourself to appease someone who is bullying you, and you do not have to go through it alone.

Be Confident - hold your head up high and do things that make you feel good about yourself.

Be an Ally - if you see someone else having a hard time, stand up for them and make it clear you are on their side. If you think that this will make the situation worse, report the bullying to a trusted adult.



Dealing with Incidents of Bullying Behaviour

A young person may not be engaging consciously in bullying behaviour, but its impact is still felt and this is taken seriously. The level of awareness of a child who is bullying is a significant factor in how it is dealt with. Young people who experience bullying or discrimination will be listened to and supported. Young people who engage in bullying behaviour or discrimination will be treated fairly and consistently using a range of measures.





An allegation of bullying is serious and to ensure we do our job effectively we have to gather evidence, primarily in the form of speaking to the young people involved. With this evidence we can then take actions to deal with the young people concerned and keep staff and parents/ carers informed. Reported incidents of bullying should be investigated in a timely manner with open channels of communication between all stakeholders.



Appendix A: Types of Bullying Illustration



Physical Bullying

- Physical action intended to hurt or intimidate another person, for example punching, kicking or tripping, or touching them or their possessions in unwanted or inappropriate ways.



Verbal Bullying

- Using cruel or abusive language (written or spoken) to hurt another person, for example name-calling, making threats or making disrespectful comments about their appearance or other characteristics.



Psychological Bullying

- Actions and behaviour intended to negatively affect another person's mental health and/or wellbeing, for example deliberately isolating or excluding them, threatening, humiliating, or manipulating them.



Sexual Bullying

- Targeting someone with sexual actions or comments, including uninvited inappropriate touching or sharing intimate photos of someone without their permission.



Cyberbullying

- Using electronic communication, such as social networking sites, gaming sites, chat rooms or messaging apps to send hurtful messages or make comments about another person.