

Anti-Bullying Policy

Lathallan School

Updated January 2025



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Introduction

At Lathallan, our values are confidence, opportunity, respect, endeavour and modesty. We understand that bullying is never acceptable and that children and young people have the right to learn in a safe, secure environment.

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.

respectme, 2015

At Lathallan School our aim is to maintain an environment which promotes good working relationships from which pupils derive positive attitudes and sound values based on principles of co-operation, tolerance and consideration for others. If pupils witness bullying and do nothing about it, or see nothing being done by the school to combat it, then our statement will ring hollow.

The policy takes account of good practice within the school and elsewhere. Quite simply, it urges staff, parents and pupils to send out a strong signal that bullying in any form is unacceptable, and that prompt action will be taken in Lathallan to prevent bullying and to deal with incidents when they occur.

PCS staff and Peer Mentors asked current pupils and parents about bullying in Lathallan School;

"Bullying doesn't happen too often but for some people it can be a big problem as bullying is something that sticks with you for a long time. Not all bullying is physical and psychological bullying can also have long lasting effects." – S2 pupil

"At Lathallan there are often pupils around which take notice of the bullying, talk to you about it, and will then make sure a teacher or adult you're comfortable with has been made aware." - S4 pupil

"Bullying is always taken care of on the rare occurrence of it. Therefore it is very rarely seen.

" – S3 pupil

"The detrimental effects of bullying can ruin someone's life. It is important to understand the severity of our actions, and at Lathallan I believe that we do" – S6 pupil

"Just one unkind, insensitive act or thing said is enough to ruin somebody's day at school, somebody's week, and leave them in a really negative state of mind coming home" - S5 pupil

"The way the teachers swiftly dealt with the matter was very reassuring" - Lathallan parent

"Lathallan is a wonderful supportive environment where the staff care deeply about the wellbeing of the children and there is generally a high level of psychological safety." – Lathallan parent

A Closer Look at Bullying

A bully is someone who deliberately hurts, threatens or frightens another person in person or via technological devices. To do this, the bully has to have power of some kind over the victim.

Bullying is a breach of children's rights set out by the UN Convention of the Rights of the Child.

Equality Act 2010 states the following are protected characteristics and bullying related to any of these is unacceptable:

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

Neither the perpetrators or targets of bullying behaviour fit any stereotypes.

Some perpetrators of bullying behaviour act individually – some in a group.

Similarly, targets of bullying behaviour may be individuals or groups.

Perpetrators and targets of bullying behaviour can be any age.

Bullying can be physical, verbal, mental or any combination of these three.

Cyberbullying is the use of technology to harass, threaten, embarrass, or target another person. Online threats and mean, aggressive, or rude texts, tweets, posts, or messages all count. So does posting personal information, pictures, or videos designed to hurt or embarrass someone else.

Bullying is usually a behaviour which occurs more than once but can be short term and even carry on over many years.

Not all aggressive behaviour is bullying.

Sometimes people stand back and allow bullying to take place which is unacceptable. We all have a role to play in challenging bullying behaviour.

The effect of bullying can last a lifetime. Bullying can lead to under-achievement, absenteeism, depression and in extreme cases, suicide.

Response to Bullying

A whole school response will ensure that bullying is dealt with, not only in PSHE classes and by Pastoral staff, but by all members of staff. We believe that bullying is everybody's business. Pupils, staff and parents need to work together in responding to any instances of bullying behaviour.

Bullying will be taken seriously and will be dealt with along clear and established guidelines which are known and agreed by staff, pupils and parents.

Current Anti - Bullying Strategies

In Classes

- *PSHE* Lessons engage pupils in discussions about what bullying is, what it feels like and how to respond if you are being targeted, witnessing bullying behaviour or think you may be bullying someone else.
- Pupils are given information about the support available in school, in the community and online.
- Pupils should have an awareness of the potential consequences of being bullied and bullying.
- The topic of bullying may arise in any lesson and should be treated sensitively.
- Following on from this it may form the basis of topic work.
- Pupils should be allowed to leave class to speak to Pastoral Care staff if they feel as though they are feeling targeted in class.

Around the School

Pupil Support System

- Due to the size and physical organisation of our school pupils across year groups regularly socialise together and this helps to encourage positive relationships and support systems between pupils.
- Pastoral Staff and Form Tutors take responsibility for providing support to pupils.
- If there is a trend in bullying behaviour found through analysing Bullying Investigation Forms it will be addressed through whole school initiatives or smaller targeted support.
- Pupil Peer Mentors, supported by Pastoral Staff, are available to talk to and support other pupils.
- Pupils can be part of Seasons for Growth groups which help them to talk about their feelings, find coping strategies and build resilience in the face of challenging situations
- Pupils can ask for a 'Healthy Chat' session with our local counsellor.

Lunchtime Clubs & Activities

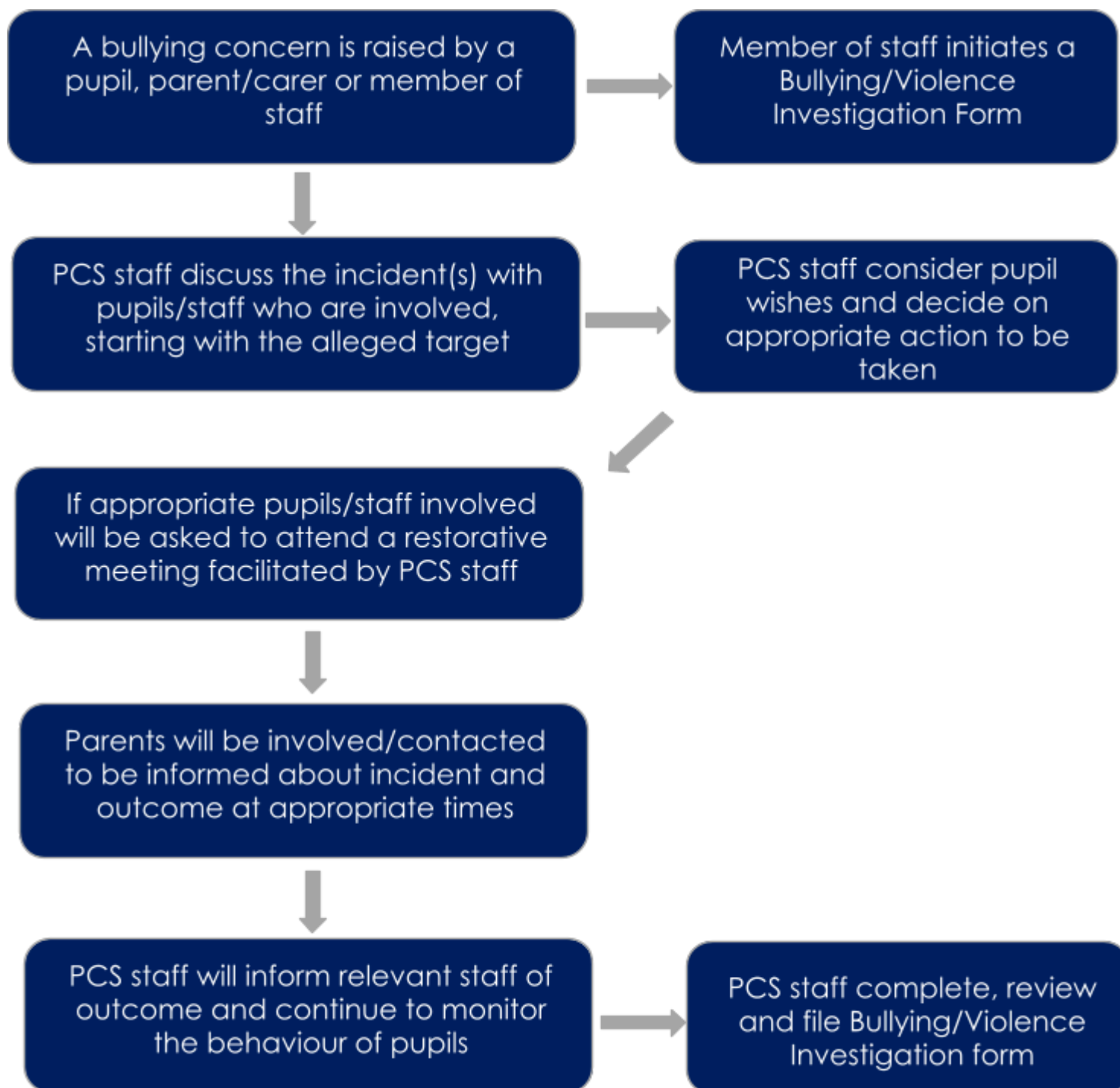
- They provide a safe place for pupils who may be the targets of bullying behaviour and these are usually supervised by staff who can be on hand to deal with any incidents which occur.

Literature

- Display advice leaflets can be found outside of Matron's room and advice and support organisations are signposted outside of the Pastoral Care office.
- The libraries contain fictional and non-fictional books and articles dealing with bullying.

Whole School Events

- For example, Anti-Bullying Week, Mental Health Awareness Week and Be All You Can Activities Week.

What Happens When a Bullying Concern Is Reported?

Guidance and Advice Staff (Teaching & Non-Teaching)

- It is important, as adults, staff model respectful behaviour towards colleagues, pupils, parents and visitors to Lathallan School at all times. Leading by example, and discussing it with them, helps to create an environment where staff and pupils treat each other and anyone else within the Lathallan community with respect, consideration and modesty. These are skills pupils can develop in school as young people and continue to use for the rest of their lives.
- Staff should intervene in incidents of bullying as they deem appropriate.
- When an incident of potential bullying occurs a Bullying/Violence Investigation Form should be completed and submitted to the Head of Pastoral Care. Relevant information will be shared with the Senior Leader Team (Senior/Junior).
- Tutors should also be made aware of any incidents involving a pupil from their tutor group.
- If the incident involves pupils from the Junior School, Mrs Hossick (Head of Junior School) should also be made aware.
- The Head of Pastoral Care (Mr Wiltshire) will keep a record of all bullying incidents and will analyse it appropriately in order to plan appropriate support and initiatives which will address any negative trends in the behaviour of pupils.
- Staff knowledge and skills will be maintained and developed through access to appropriate training courses, materials and resources.

More advice and information

Anti-Bullying Alliance

<https://www.anti-bullyingalliance.org.uk/>

- Free Online CPD course available
- Advice for teachers and non-teaching staff



Bullying UK

<https://www.bullying.co.uk/advice-for-schools/>

- Advice – working with young people/parents
- Advice – bullying in the workplace
- Interactive video



NSPCC

<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/keeping-children-safe/>

- Advice for school staff
- Anti-bullying resources and lesson plans



Guidance and Advice Pupils

If you think you are being targeted

- Talk to someone you can trust, a parent/carer, teacher, sibling, friend, Peer Mentor or relative.
- If, after telling someone, the bullying behaviour continues, speak to a trusted individual again or someone else you trust. It is important to communicate what you are experiencing.
- If you can, write down everything that the perpetrator(s) have done to you, when it happened, where it happened and if there were any witnesses.
- If the bullying behaviour occurs online, e.g via social media, take a screen shot and keep it as evidence.
- If you find it difficult to talk to an adult, ask one of your friends to come with you, or ask someone to talk to an adult on your behalf.
- You could telephone Childline (0800 1111) if you don't want to talk to anyone else. Their helpers provide a confidential counselling service for young people in trouble or danger.

Some advice

- Don't be afraid to ask for help or think you have to deal with it on your own.
- Don't retaliate. This can get you into trouble and potentially make it challenging for staff to identify what has allegedly happened.
- Always tell the truth and aim to share information that is accurate. If it is proven you have lied it may be difficult to trust the rest of your story.
- Remember that any hurtful comments made by other individuals do not define who you are.
- Don't hide what is happening from the adults you trust. Some individuals intimidate others because they don't want people to tell on them.

If you think you are being bullied by an adult

- You must tell someone you trust. Bullying can occur at all ages and it is always wrong.
- If this is happening at school you can talk to your parents or a member of staff you trust. If this is happening at home you could talk to a trusted teacher.

If you witness bullying happening to someone else

- Try not to encourage the behaviour in any way. If you join in, laugh or are even just part of the audience they might think you approve of what they are doing and this will give them confidence to continue.
- Remember, we all have a responsibility to challenge bullying at Lathallan, so take action when you see bullying behaviour.
- Help the person being targeted, but avoid escalating the situation. Tell a teacher, offer friendship or support the person to seek help themselves.

More Advice and information

Childline

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/>

- Lots of information on types of bullying including prejudices, cyber bullying and how to deal with these issues
- Online message boards so you can share experiences and see how other people have coped
- Confidential help service you can use to get advice and support (Ask Sam online or call 0800 1111)

childline

ONLINE, ON THE PHONE, ANYTIME

The Mix

<http://www.themix.org.uk/>

- Lots of advice about different topics to do with relationships and bullying
- Free helpline and online chat

THE MIX

Young Minds

<https://youngminds.org.uk/find-help/feelings-and-symptoms/bullying/>

- Information about bullying
- Advice on how to get help



Guidance and Advice Parents/Carers

- Discuss examples of positive relationships, feelings and respectful behaviour with your child(ren) regularly.
- If your child tells you they are being bullied it is normal to feel angry or upset but try to stay calm and listen to them. They have chosen you as the person they trust to tell, so they need to know you can support and help them.
- Depending on the age of your child you may want to discuss with them how they want to deal with it.
- Consider your child's travel arrangements/daily schedule and discuss if there are ways of adapting it to keep them safe.
- Help your child to practise being assertive, use strong body language and facial expressions.
- If the bullying behaviour is happening in school, tell your child's Tutor, Class Teacher or Pastoral Care teacher. You will be welcome to meet with staff in person or discuss on the telephone.
- If the bullying is happening online, keep screen shots as evidence.
- You can report any inappropriate content to the site provider.
- You may wish to contact
 - Pastoral Staff if the other pupil involved is a pupil at Lathallan
 - the other child's parent/carers if you know them
 - the police depending on the severity of the incident.
- Remember, even once the bullying stops your child will require support to cope with the lasting effects bullying can have on a young person.

More advice and Information

Kidscape

<https://www.kidscape.org.uk/advice/advice-for-parents-and-carers/>

- Anti-bullying Parent Advice Line
- Supporting a bullied child
- Bullying at school
- My child is bullying others
- Internet safety and addressing online risk
- Free assertiveness workshops for bullied children
- Concerns about self-harm and suicide



NSPCC

<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/keeping-children-safe/>

- Tips to give young people
- Advice on how to respond if your child is bullying someone else

The NSPCC logo is displayed in a bold, green, sans-serif font.

Young Minds

<https://youngminds.org.uk/find-help/feelings-and-symptoms/bullying/>

- Information about bullying
- Advice on how to get help for your child
- Parent guide on bullying

The Young Minds logo features the word 'YOUNG' in yellow and 'MiNDS' in dark grey, both in a bold, sans-serif font.

Parentzone

<https://parentzone.org.uk/>

- Information about keeping your child safe online
- The site is always updated with new articles some of which are usually about either bullying or cyberbullying

The Parentzone logo consists of a purple circular icon with a white stylized 'P' inside, followed by the word 'parentzone' in a purple, lowercase, sans-serif font. Below it, the tagline 'MAKING THE INTERNET WORK FOR FAMILIES' is written in a smaller, purple, uppercase, sans-serif font.

Further Information and Guidance

Respect Me

<https://respectme.org.uk/>



- Scotland's anti-bullying service, was launched in March 2007. The service is fully funded by the Scottish Government and is managed by SAMH (Scottish Association for Mental Health) in partnership with LGBT Youth Scotland.
- Information and guidance for children, young people and adults

Respect for All: The National Approach to Anti-bullying for Scotland's Children and Young People

Publication found online at <http://www.gov.scot/Publications/2017/11/6766>

Getting it right for every child (GIRFEC)

<http://www.gov.scot/Topics/People/Young-People/gettingitright>

GIRFEC is the national approach in Scotland to improving outcomes and supporting the wellbeing of our children and young people by offering the right help at the right time from the right people. It supports them and their parent(s) to work in partnership with the services that can help them.



Bullying/Violence Investigation Form

The Bullying/Violence Investigation Form is an electronic form that is completed when analysing an incident relating to potential bullying behaviour. The document records the following information:

- The names and roles of those individuals involved in the incident;
- A reported account of the incident (including date, time, place and other specifics);
- The focus of the bullying behaviour;
- The actions that have been taken and the results of these actions;
- The impact of the incident on the individual(s) involved and what support is being offered to address the effects of the incident;
- Who the incident was reported by and who completed the Form.

Once completed, the electronic form should be shared with the Head of Pastoral Care (Mr Wiltshire). Once the document has been shared and the Head of Pastoral Care has confirmed receipt of the form, the document should be deleted from the Google Drive of the individual who submitted the form. Relevant feedback will be provided to the individual who has submitted the form as soon as is practicable. Training and support is available from the Head of Pastoral Care.

Supplementary information:

[United Nations Convention on the Rights of the Child - The Children's Version](#)