

Kyle Academy – Anti-bullying Policy

Building Respectful Behaviour and Positive Relationships



Our Vision

Here at Kyle Academy, our values are Responsibility, Achievement, Diversity, Ambition and Respect. We aim to create an environment where all members of the school community feel safe, respected and valued. All children and young people have an absolute right to be protected from others who may wish to harm, degrade or abuse them.

Definition of bullying

In Scotland, bullying is defined as follows.

Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. 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 Me, 2015)

Bullying is a breach of children's rights. Under the Equality Act 2010, there are nine protected characteristics that provide protection from discrimination, harassment and victimisation.

Age	Race
Disability	Religion or belief
Gender reassignment	Sex
Marriage and civil partnership	Sexual orientation
Pregnancy and maternity	

Any bullying related to these characteristics is unacceptable and we give a clear commitment to challenging all types of prejudice-based bullying and language.

What does bullying behaviour look like?

There are five recognised features of bullying, however, these are not exhaustive:

- it is deliberate, hurtful behaviour;
- it is repeated over a period of time;
- it is difficult for those being bullied to defend themselves;
- it is difficult for those who bully to learn new social behaviours; and
- those who bully have and exercise power inappropriately over others.

All forms of bullying can be damaging to the development of both the person being bullied and the person bullying. Bullying can take many forms, but the main types are:

Physical	Pushing, hitting, kicking, punching, taking belongings
Verbal	Name calling, insults or offensive remarks; threats and intimidation
Indirect	Spreading nasty stories about someone; exclusion from social groups or being made the subject of malicious rumours
Cyber	Tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted using text messaging, e-mail, instant messaging or any other type of digital technology. Misuse of associated digital technology such as camera and video aids

Why does bullying behaviour happen?

There are a number of variables that could lead someone to bully.

- They are in a culture that accepts bullying and does not stand up to bullying.

Tell someone. Don't suffer in silence. Don't be a bystander.

- They are trying to gain control and power over a situation.
- They are modelling what they have seen other people do.
- They have been bullied themselves.
- They are bullying others to prevent it from happening to them too.
- They are not aware of the effects or impacts of bullying.
- They don't understand that their behaviour is bullying.
- They have prejudiced views.

LGBT bullying

At Kyle Academy we value Diversity. We work to prevent LGBT bullying in the same manner as any other form of bullying. LGBT bullying can extend to any individual in our school community. Behaviour of this nature can include:

- being singled-out, treated differently or subjected because an individual identifies as LGBT or are assumed to be LGBT;
- being subjected because family members identify as LGBT;
- being "outed" without permission;
- spreading of rumours or hearsay with malicious intent.

Staff, pupils and parents are expected to challenge inappropriate use of language such as "that's gay" as silence only encourages homophobic/biphobia and transphobic language. No individual should be subjected to bullying-related language, and as a school, we do not tolerate it.

Responding to bullying behaviours

1. When a young person reports that they have experienced bullying behaviour, it will be investigated quickly.
2. The guidance teacher or year head should be informed at the earliest opportunity.
3. Confidentiality will be respected, knowledge of the incident will be limited to those directly involved with the incident and with any necessary action that follows.
4. The guidance teacher or year head will investigate and decide what action can be taken to resolve the situation. This can be achieved through:
 - peer mediation
 - planned support such as a friendship group or wellbeing mentor
5. If this is not possible, a wider investigation will take place and actions taken such as:
 - Parental meeting
 - SLT detention
 - Involvement of Campus Police Officer
6. Actions by the young people involved in bullying behaviours may lead to exclusion.
7. The incident will be recorded for monitoring purposes regardless of the outcome.

Where can I get help?

Organisation	Contact Details
respectme	www.respectme.org.uk 0844 800 8600
Childline	http://www.childline.org.uk/ 0800 11 11
LGBT Youth Scotland	www.lgbtyouth.org.uk 0131 555 3940
Beautiful Inside and Outside- SCIO	https://en-gb.facebook.com/beautifulinsideandoutsocio/ 07984328808

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