

Our Aims

- To promote respectful, positive relationships and behaviour in order to provide an environment where children and young people can thrive.
- Raise awareness of bullying and its impact.
- Provide guidance for all adults, including parents and carers on recognising and responding to bullying.
- To develop children and young people's skills and awareness in recognising and responding to bullying.

In Scotland bullying is defined as:

'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.'
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If you think your child is being affected by bullying please contact the school or setting.



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ORKNEY
ISLANDS COUNCIL

Education Leisure
and Housing

**Anti-Bullying
Policy for our
Children and
Young People**

Summary Leaflet

Actions that schools and settings in partnership with parents/carers can take to prevent or minimise bullying and the impact of bullying.

- * **Promoting positive relationships** – the message that caring relationships must be prioritised and that bullying behaviour is never acceptable needs to be continuously and consistently reinforced.
- * **Resilience** - developing resilience in our children and young people is important for preventing and responding to bullying. We need to have an ethos that accepts mistakes happen, but we can learn from them and that fresh starts are always possible. All adults can support children and young people to make informed choices about how to respond to bullying.
- * **Positive ethos** - It is important that all settings create and embed an ethos which respects diversity and values difference.
- * **Technology** - Schools and settings need to promote positive relationships and behaviour in a digital context. All adults need to be aware of the use of online environments and technology and help prepare children and young people to become responsible digital citizens.

Listening and Sharing

Very often, children and young people are reluctant to tell adults that they're being bullied. This might be because they are scared of an over-reaction, they don't want to burden parents/carers, they're embarrassed or they are worried that telling might make the situation worse.

All adults need to be vigilant to changes in the behaviour of children and young people and reassure them, if they are concerned, that telling an adult is the right thing to do.

Parents and carers are often the first people to find out about bullying behaviour and therefore have an important role in supporting their child in listening to their concerns and in sharing these with other relevant adults.

Tackling bullying is the responsibility of all adults; staff, volunteers, parents and carers. It's everyone's responsibility to promote and role model positive relationships and positive behaviour across all aspects of Education Leisure and Housing.

Any response to reported incidents must be child-centred and based on 'Getting it Right for Every Child' approaches. These should be undertaken using a partnership approach and co-operation and dialogue between parties should always be the starting point for resolution of incidents. Confidentiality in these circumstances is important for all children and young people and their families.

If you would like to speak to someone about bullying please contact your child's school or setting in the first instance.

Further useful information can be found at
<https://respectme.org.uk/>

Children and Young People

- * Challenging bullying behaviour if they feel able to do so
- * Telling a trusted adult if they have any worries about bullying
- * Keeping themselves and others safe by their own actions, choices and behaviours
- * Undertaking any follow up actions related to bullying situations
- * Following the positive behaviour approaches and expectations including the use of mobile and online technology.

A full copy of 'Anti-Bullying Policy for our Children and Young People' is available on our website
www.orkney.gov.uk/Service-Directory/P/Pupil-Care-and-Welfare.htm

Responding to bullying

Specific actions will be detailed by each individual setting within their own policy. However, the following approaches will happen in every setting:

- * The adult investigating the incident(s) should listen actively to children and young people displaying and experiencing bullying behaviour.
- * Adults should ensure they record the details according to the procedures and guidance of their setting.
- * Adults need to ensure that they are sensitive to the child or young person experiencing the bullying. This may include taking on board feedback from the child or young person and ensuring they are aware of what will happen next.
- * Consider and implement agreed interventions involving children and young people and staff and parents/carers.
- * Adults need to share with the child(ren) and young people the impact their bullying behaviour is having on the other child(ren) and young people.
- * Ensure all involved are kept informed of the on-going situation until it has been

Labelling children and young people as 'bullies', 'perpetrators' or 'victims' can be disempowering and unhelpful in changing their behaviour or supporting their recovery from being bullied. Labelling an action as 'bullying behaviour' is a more effective way of motivating a child to change their behaviour.