



ANTI BULLYING, EQUALITY & DIVERSITY POLICY

June 2023

We want Tynecastle High School to be an inclusive community where everyone is respected. This policy outlines our commitment and approach to achieving that.

Introduction

Preventing and Responding to Bullying and Prejudice Amongst Children and Young People

City of Edinburgh Council is strongly committed to providing a safe environment for all people in its educational establishments and to ensuring positive relationships.

Tynecastle High School believes in maintaining and ensuring a safe, supportive environment for all students and members of the school community.



Bullying, prejudice and discrimination are never acceptable and children and young people have the right to learn in a safe, fair and secure environment.

Our Anti-Bullying Policy aims to make clear

- our understanding of what bullying behaviour is
- our expectations of everyone in our school community
- how we will deal with bullying behaviour and work to prevent it.

As a Rights Respecting School, we recognise the United Nations Convention on the Rights of the Child (UNCRC) is at the heart of our school's planning, policies, practice and ethos.

This revised and updated procedure is based on 'Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People' (Scottish Government 2017).

What is 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. 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)

Bullying behaviour includes using prejudice-based language that could be considered homophobic, biphobic, transphobic, ableist, racist, misogynistic or generally discriminatory language.

Bullying is a breach of children's rights. The following articles of the UNCRC are relevant when we are challenging bullying behaviour in our school community.

Article 2

- You have the right to protection against discrimination.

Article 19

- You have the right to be protected from being hurt or badly treated.

Article 29

- You have the right to an education which develops your personality and your respect for other's right and environment.

Prejudiced based bullying

Bullying behaviour may be a result of prejudice based on actual or perceived differences. The Equality Act 2010 sets out rights which include legal protection from discrimination. It is against the law to discriminate against someone because of

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

We call these 'protected characteristics'.

Bullying behaviours of this type may result in Police involvement.

Prejudice based bullying can happen for other reasons. Some young people may also be discriminated against because of

- additional support needs
- asylum seeker or refugee status
- the way they look or body image
- care experience
- social or economic status
- responsibilities as a young carer
- the imprisonment of parents/careers, siblings, or other family members

Bullying behaviour

Bullying behaviour can harm people physically or emotionally. It does not need to be repeated or persistent. It is not always deliberate or intended.

What matters is the impact behaviour has on someone. If someone feels hurt, threatened, frightened and left out we should think about how to help them.

Examples of behaviour which can make someone feel this way are:

- Being called names, teased, put down or threatened face to face and/or online
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you (face to face and/or online)
- Sending abusive messages, pictures or images on social media, online gaming platforms or phone
- Behaviour which makes people feel like they are not in control of themselves or their lives
- Being targeted because of who you are or who you are perceived to be (face to face and/or online)

What do we expect from each other at Tynecastle High School?

'Respect' is one of our values.

C	Challenge	for all our students.
A	Ambition	for everyone to fulfil their potential.
R	Respect	as learners and as citizens.
E	Enjoyment	learning is fun!
S	Success	celebration of all our successes.

'Respect' is part of our behaviour code.

Be Your Best
Be Ready
Be Respectful

What can we do to reduce and prevent bullying?

Our school community will:

- ❖ Be a welcoming and inclusive community where positive relationships and behaviour are role modelled.
- ❖ Inform our community about prejudice-based language and behaviour and challenge it when it occurs.
- ❖ Work to ensure all members of the school community share an understanding of anti-discriminatory, anti-bullying and child protection policies.
- ❖ Work together to develop an Anti-Bullying strategy that is consistent with City of Edinburgh Council's vision and national best practice and is accepted by the whole community.
- ❖ Review our policy every 3 years.
- ❖ Acknowledge that bullying behaviour happens in our community.
- ❖ Give assurance to pupils, parents and carers that reports of bullying incidents will be:
 - taken seriously
 - investigated promptly and fully
 - dealt with appropriately and feedback given to all involved as required
 - support will be offered, where appropriate, for all involved

Dealing with bullying behaviour

From transition into SI, pupils, parents & carers are made aware of our house structure and the roles and responsibilities of the Pupil Support Leader. This ensures our school community knows who to speak to if they are concerned about bullying behaviour.

Staff participate in training on dealing with bullying behaviours and incidents in line with the review of our anti bullying policy.

However, the most effective way for us to deal with and work towards preventing bullying behaviours is for everyone in our school community to speak up when they witness, experience or are aware of bullying behaviour.

What can I do if

I am experiencing bullying behaviours?

You can speak to a member of staff in school that you trust	You can speak to a friend and ask them to help you speak to a member of school staff	You can speak to an adult at home and ask them to help you speak to a member of school staff
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I see someone display bullying behaviours towards another person?

You can ask the person if they are ok	You can report that behaviour to a member of staff	You can name that behaviour. For example, 'that's mean', 'that's homophobic', 'that's racist', 'that's offensive', 'that's intimidating'
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I am aware someone I know is being bullied

You can speak to that person, offer support and encourage them to talk to you about the bullying	You can offer to go with them to speak to a member of staff	You can offer to go a speak to a member of staff on their behalf
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What happens when I report bullying behaviour?

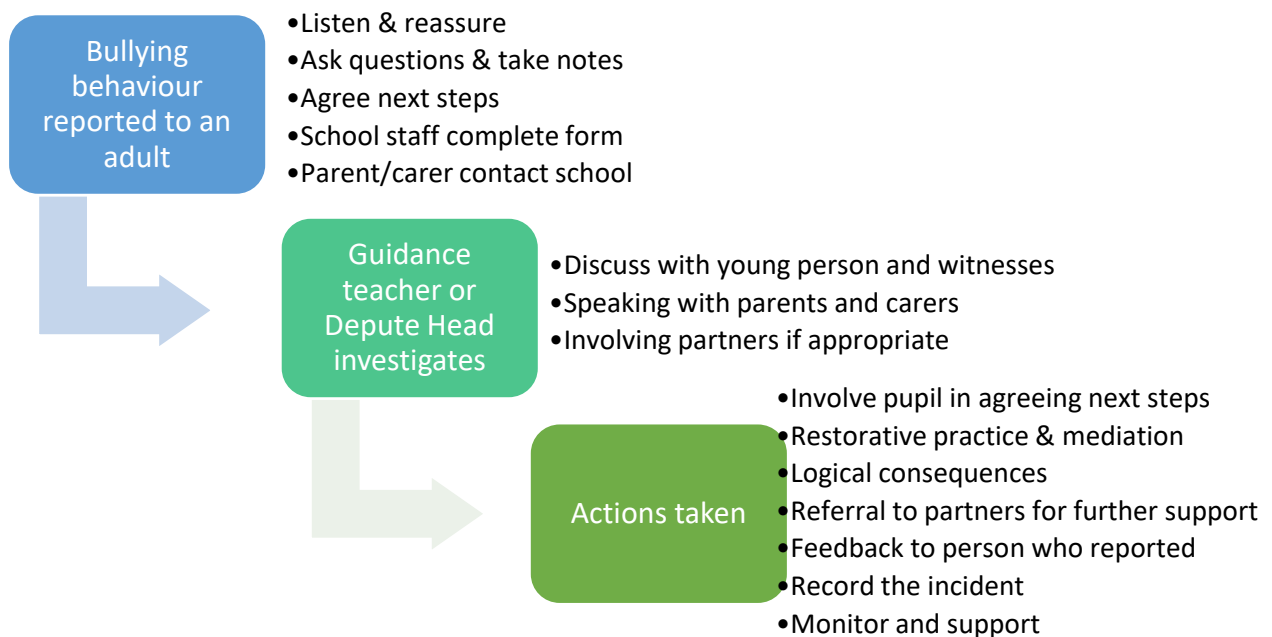
Anyone reporting bullying which is happening to them or to someone else can expect:

A safe space, no interruptions	Reassurance	To be listened to
To be taken seriously	Questions to find out what happened	Notes to be taken
To discuss ways in which we can deal with this	To be asked what you want to happen	To be given feedback on action taken

All adults in the Tynecastle community will work together to ensure we respond in this way.

Guidance and senior staff have responsibility for investigating and recording alleged bullying behaviour.

Our process is



Supporting young people who display bullying behaviour

Our pupil survey taken in February & March 2023 asked “What should the school do about people who are bullying others?”

The most common answer was:

- Listen, discuss, try to understand the reasons, help, support

Young people who display bullying behaviour will need help and support to:

- Identify the feelings that cause them to act this way
- Develop alternative ways of responding to these feelings
- Repair relationships

When working with young people who display bullying behaviour we will

Listen

Outline what the
behaviour is

Explain why it is
wrong

Explain the
consequences

Discuss
prejudices that
might exist

Be clear that the
behaviour needs
to change

Actions and consequences

Our pupil survey responses have helped to shape this part of our policy.

In addition to the discussion about bullying behaviour there may be follow up actions or consequences.

Logical Consequences <ul style="list-style-type: none">• Restrictions during break or lunch• Separate changing for PE• Change of seat or class	Restorative Conversations <ul style="list-style-type: none">• Mediated by a member of staff	Parental Involvement <ul style="list-style-type: none">• Phone call• Meeting
Further Support <ul style="list-style-type: none">• Working with our partners such place2Be, SHE Scotland, Barnardo's	Disciplinary Action <ul style="list-style-type: none">• Exclusion	Police Involvement <ul style="list-style-type: none">• Advisory discussion, for example, on Hate Crime or Misuse of Telecommunications

Recording and monitoring of bullying incidents

Reported bullying incidents will be recorded on Seemis. This includes prejudice-based incidents such as racist, homophobic or transphobic behaviour.

The Senior Leadership Team have responsibility for recording bullying behaviour.

Recorded incidents are monitored and reviewed at both school and Local Authority levels.

Raising Awareness and Sharing Understanding

There are a range of ways Tynecastle High School raises awareness and shares understanding about bullying, equalities and inclusion.

Examples of these include:

- Anti-Bullying Week
- Purple Friday
- LGBT History month
- Black History month
- Mentors in Violence Prevention
- Curriculum in PSE, English, Social Subjects, RME
- Staff INSET time and CLPL opportunities

Assemblies, Key Adult time and subject specific lessons are all used to share information and encourage reflection.

Further advice, training and information for staff, parents, carers and students can be found through the following organisations:

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

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

<http://www.bullying.co.uk/>

<http://www.thinkuknow.co.uk/>

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

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

<http://www.cyberbullying.org/>

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

<https://www.samaritans.org/>