
HARRIS ACADEMY

Reviewed 2024



Respect Equality Enjoyment Achievement

RESPECT ME AT HARRIS

A Policy on Anti-bullying

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Harris Academy Aims and Values

HARRIS ACADEMY AIMS AND VALUES



AIMS

At Harris Academy we strive to build a learning community where staff, pupils and families work together to successfully nurture and develop the potential of all.

VALUES

RESPECT | WE WORK HARD TO RESPECT EVERYONE BY RECOGNISING THE VALUE EACH INDIVIDUAL BRINGS TO OUR COMMUNITY. WE DO THIS BY BEING KIND, POLITE AND CONSIDERATE.

EQUALITY | WE WORK HARD TO TREAT EVERYONE FAIRLY REGARDLESS OF THEIR DIFFERENCES. WE DO THIS BY ENSURING EVERYONE HAS THE OPPORTUNITY TO ACHIEVE THEIR FULL POTENTIAL.

ENJOYMENT | WE WORK HARD TO CREATE A POSITIVE AND HAPPY LEARNING COMMUNITY. WE DO THIS BY NURTURING THE WELLBEING OF ALL.

ACHIEVEMENT | WE WORK HARD TO CELEBRATE THE SUCCESSES OF EVERYONE. WE DO THIS BY MOTIVATING AND SUPPORTING THE AMBITIONS OF ALL.

Through hope and hard work, the Harris Academy community aims to develop the skills and qualities needed for everyone to make a positive impact on the world.

Dundee City Council Anti-bullying Policy Summary

Children and young people develop the knowledge and understanding, skills, capabilities and attributes which they need for physical, social, emotional and mental wellbeing now and in the future.

Everyone has the right to feel valued and respected and to develop self-esteem, a sense of belonging and a feeling of being safe. Everyone must be prepared to challenge bullying behaviour and help stop it early. Parents worried about a child being bullied are advised to contact the Class Teacher, Guidance Teacher or Head Teacher as soon as they become concerned. *At Harris Academy, parents/carers should contact their young person's Guidance Teacher in the first instance.*

Schools and parents/carers want to help the child experiencing bullying and the child who is displaying bullying behaviour to change their ways of behaving and stamp out all forms of bullying.

Schools need the active support of parents/carers to help sort out problems and stop bullying behaviour.

For parents/carers, it is often very difficult to accept that your young person may be responsible for displaying bullying behaviour towards another child. Working with the school will help support you and your young person to overcome any concerns or issues.

These guidelines are underpinned by The Education (Additional Support for Learning) (Scotland) Act 2004, amended 2009, 2018, the principles of Getting It Right For Every Child (2006), The Equality Act (2010) and The Children and Young People's Act (2014).

Dundee City Council's Children and Families Service want the differences and unique qualities of our children and young people to be celebrated. Anti-bullying strategies are key to ensuring this happens across all establishments. We strive to ensure that all relationships within a learning community are nurturing and based on an environment and culture which supports all of the Wellbeing Indicators. Dundee City Council have included the reduction of bullying incidents as a key priority in the Mainstreaming Equalities Action Plan.

Dundee City Council 2024

Respect Me Statement

It's every child's right not to be bullied. Children's rights are unique in that many of them, although designed for the safety and protection of children, have to be provided for by adults and the government.

respectme is Scotland's Anti-Bullying Service. Established in 2007, we are wholly funded by the Scottish Government and jointly managed by the Scottish Action for Mental Health (SAMH) and LGBT Youth Scotland.

The service exists to provide all adults involved in the lives of children and young people with the practical skills and confidence to respond to bullying and bullying behaviour.

Our vision is of a respecting, just, equal, and inclusive Scotland, in which all children and young people can live free from bullying and harassment and are encouraged to reach their full potential. Our work is driven by a focus on children's rights.

We work with all adults involved in the lives of children and young people to give them the practical skills and confidence to deal with children who are bullied and those who bully others.

We aim to build the capacity of adults to effect change and challenge bullying and stigma at an individual, school, family, community, and societal level. We also campaign at a national level to raise awareness of the service and the impact bullying can have.

Respect Me 2024

respectme have been an integral part of our Respect Me at Harris policy update. We have worked closely with this service to ensure that our policy reflects their five core values – Rights, Fairness, Respect, Equality, Inclusion – and of course, our own school values – Respect, Equality, Enjoyment and Achievement.

What is Bullying?

We have worked with our school community to develop our own definition of bullying. Parents, Carers, Staff and Pupils agree that:

Bullying is an act done by someone to someone else; it is both behaviour and impact. Bullying can be a range of unwelcome behaviours, intentional or unintentional, displayed in an isolated incident or over a period of time. Bullying can happen anywhere, at any time, including online. These behaviours are an attack on another person's confidence and general wellbeing, physically and/or emotionally.

Harris Academy 2024

Respect Me at Harris Vision Statement

Everyone in our Harris community has the right to be treated with **Respect** in all aspects of their lives. We strive to create a supportive and inclusive learning environment, ensuring that there is **Equality** in our approach to learning, teaching, and assessment. We are committed to celebrating the diversity of our young people and their families, making sure our whole community feel valued. Any unwelcome behaviours that cause harm or distress to anyone in our school community will not be tolerated. Reports of bullying incidents will be managed timeously, ensuring that those experiencing bullying behaviours feel safe, and have access to appropriate support. We will address bullying, implementing enhanced support where necessary, for those displaying bullying behaviours. Our commitment to anti-bullying will strengthen our ability to create a fair inclusive learning environment where young people can **Enjoy** their learning experiences and celebrate their **Achievements** without fear and alarm.

Harris Academy 2024

The UNCRC (2024)

The Convention has 54 articles that **cover all aspects of a child's life** and set out the civil, political, economic, social and cultural rights. The convention is universal—these rights apply to every child and the convention entitles every child to claim them. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Every child has rights, **without discrimination of any kind** against the child, parent, or legal guardian (Article 2).

We should think of the Convention as a whole: each of the rights enshrined within it is interlinked, and no right is more important than another. The following **rights are of equal importance** to every child. **Every child has the right to:**

- **Relax and play** (Article 31)
- Freedom of **expression** (Article 13)
- **Be safe** from violence (Article 19)
- An **education** (Article 28)
- Protection of **identity** (Article 8)
- **Sufficient** standard of **living** (Article 27)
- **Know** their **rights** (Article 42)
- Health and **health services** (Article 24)



Harris Academy has achieved the Silver Rights Respecting School award. We have proven that we are committed to upholding children's rights and supporting them to

access the skills, qualities and experiences they need to live a fruitful life in a 21st Century Scotland. We are presently working towards achieving the Gold Rights Respecting School Award.

We are proud of the work we have done as a school in relation to be a Rights Respecting School, including the development of our Rights Respecting Schools Charter where pupils have identified the nine rights that they feel are most important to them.

The Equality Act (2010)

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. Within this act, there are nine protected characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and civil partnership
- Race
- Religion and belief
- Sex
- Sexual Orientation

Prejudice-based language and behaviours will **always** be challenged at Harris Academy. We are an inclusive school and staff will challenge behaviours that discriminate against anyone protected by the above characteristics. As a school, we celebrate different cultures, religions and individuality, and we will endeavour to ensure that nobody in our school community is targeted based on disability, race, sexual orientation, gender, socio-economic status, appearance or looked after status.

Reporting Bullying Incidents

Based on parent/carers and pupil feedback from our 2024 review, we observed a need for additional reporting procedures to be available to families. This section outlines the available reporting processes.

Pupils can report a bullying incident by:

In person

Pupils can report a bullying incident to any adult in our school building and have complete confidence that this will be passed to the House Team to be managed.

Microsoft Form

Pupils can report a bullying incident by scanning the QR code below and completing the form. Forms will be triaged by the school's Anti-Bullying Co-ordinator and passed to the House Team to be managed.



Parent(s) and Carer(s) can report a bullying incident by:

Email

You can send an email to the school with the detail of the incident, including the names of those involved, with confidence that it will be passed to the House Team to be managed – harrisacademy@dundeeschools.scot

Telephone

You can contact the school and ask to speak to your young person's Guidance Teacher or House Head to report a bullying incident – [01382 435700](tel:01382435700)

Microsoft Form

Parents/Carers can report a bullying incident by scanning the QR code below and completing the form. Forms will be triaged by the school's Anti-bullying Co-ordinator and passed to the relevant House Team to be managed.



Managing Bullying Incidents

At Harris, we agree that bullying is both behaviour and impact however, sometimes, words and hurtful comments have no impact. Regardless, all unwelcome behaviour at Harris will be challenged. We are an inclusive school, and we will always consider any additional support needs of young people when managing bullying incidents.

When managing bullying incidents, we talk about person(s) experiencing bullying behaviours and person(s) displaying bullying behaviours. This section of our policy will outline what person(s) experiencing, person(s) displaying, and Parent/Carers should expect during the management of a reported incident.

Person(s) Experiencing

If you have experienced bullying behaviours, to help us gain a clear understanding of what has happened, we will ask the following questions:

1. What has happened/been happening?
2. How did/does this make you feel?
3. What can I do to help?

Based on pupil feedback, and as per Article 12 of the UNCRC (Children's Views), we will **always listen** to what the young person would like us to do to help improve their situation. Young people have told us that they would feel more confident knowing that they can influence what action we take in response to bullying incidents that they are involved in.

We will ensure that all pupils are kept feeling **safe**, **secure** and **protected**, providing them with the support they need to rebuild confidence and resilience, and to increase their feeling of self-control.

Person(s) Displaying

If you have been identified as a person who is displaying bullying behaviours, you can expect:

1. To be supported to understand how your behaviour choices have negatively impacted the physical and/or emotional wellbeing of another person.
2. To be provided with a learning opportunity – we understand that all behaviour is communication, and that young people may need to be provided with a range of other positive ways to communicate appropriately.

3. That there are consequences for displaying bullying behaviours – these consequences will vary depending on the severity of the bullying incident, whether you have responded well to prior consequences and/or if you have been identified as displaying bullying behaviours before (a repeat offender).
4. Support to repair broken down relationships where appropriate.
5. To not be labelled as a 'bully' but to learn to acknowledge what bullying behaviour looks and sounds like.

Parents/Carers

Our Parents/Carers can expect:

1. That their young person will be treated with respect
2. That their young person will be listened to
3. That their young person will be involved in how bullying incidents are resolved (if they are the person experiencing)
4. That their young person will be offered additional support if appropriate
5. That bullying incidents will be managed effectively and never be ignored
6. That their young person will be supported to help them feel safe, secure and protected at Harris Academy
7. That their young person will be treated with Equality, and that race, sex, gender, religion etc will have no impact on how we manage bullying incidents.
8. That bullying incidents will be monitored closely by your young person's Guidance Teacher and further action will be taken if necessary.

At Harris Academy, we are committed to maintaining and strengthening our home/school relationships. We will do all we can to ensure that your young people feel safe and supported in our school. We provide a fair and inclusive learning environment for young people, allowing them to thrive and reach their full potential. We embrace opportunities to celebrate their successes and encourage them to their next steps in life beyond school.

All of this comes with an assertion that bullying behaviours are unwelcome and will not be tolerated at Harris Academy.

#TogetherWeAreHarris

Consequences of Displaying Bullying Behaviours

Our parent/carer and pupil feedback revealed that person(s) experiencing bullying behaviours would like more information on what action is taken against those who are displaying bullying behaviours. Unfortunately, due to GDPR, this is **not** possible. Below you will see a list of potential actions we will take when managing bullying incidents in our school.

Restorative Conversation

Our Relationships for Learning policy is underpinned by restorative practices. Staff will work with the person(s) displaying and person(s) experiencing using restorative practices to help resolve any issue.

Monitoring Diary

Behaviour will be monitored on a period-by-period basis using a diary. Diaries will go home, and a parent/carer should sign it. Pupils should return their diary to their Guidance Teacher the following day. Additional actions may be taken, such as Restorative Reflection and/or Parental Meeting, if a pattern of unwelcomed behaviour continues.

Phone call Home

Guidance Teachers will always call the parents of person(s) displaying following the report of a bullying incident. They will always encourage person(s) experiencing to tell their parents about what is happening however, Guidance Teachers will call home regardless if they feel that a young person is at risk in school and/or in the community.

Restorative Reflection

Pupils may spend a break time or period of time after school in our Restorative Reflection space where they will reflect on their behaviours and the impact it has had on others. We will support young people to understand their behaviours and the impact of their behaviours.

Parent/Carer Meeting

To the discretion of the Principal Teacher of Guidance, Depute Head Teacher or Head Teacher, we may organise a meeting with parent/carer to discuss concerning behaviours and offer appropriate support.

Formal Exclusion

At the discretion of the Head Teacher, person(s) displaying bullying behaviours may

be formally excluded from school. Pupils excluded from school must attend a readmission meeting with their Depute Head Teacher and/or Head Teacher and agree terms prior to their return to school.

Referral to a Support Service

At Harris Academy, we are fortunate to have access to a wide range of internal supports such as Inclusion, MCR Pathways Worker, Health and Wellbeing Worker, Nurture, Young Carers, and Counselling (Lifelink) support. Depending on the bullying behaviour, Guidance Teachers, Depute Head Teachers, or the Head Teacher may suggest a referral to an internal support service who will be able to help with emotional regulation and positive behaviour choices. Where a referral to an internal support service is not appropriate, staff may consider looking at a referral to an external agency support for your young person.

Referral to MASH

Depending on the nature of the bullying behaviour, staff may feel that it is appropriate to submit an Education Child Protection Record of Concern to the Multi-Agency Screening Hub (MASH). This may result in a referral to the Children's Reporter and/or the Social Work department at Dundee City Council.

Recording Bullying Incidents

Following the investigation of a bullying incident, Guidance Teachers will record **all** reported incidents in our Respect Me at Harris Anti-bullying log. This system allows us to track trends in bullying behaviours so that we can amend our Personal and Social Education and House Assemblies programmes, to target areas of concern.

Once an entry has been made on the Respect Me at Harris Anti-bullying Log, if appropriate, a formal record of the bullying incident will be logged in SEEMiS, using the Behaviours and Equalities Module.

When bullying incidents are logged, the following information is recorded:

- Person Reporting
- Incident Owner (Guidance Teacher)
- Person(s) Experiencing
- Person(s) Displaying
- Incident Location
- Incident Date
- Incident Time
- Person Experiencing – Incident Impact
- Incident Nature (name calling; hit, tripped, pushed or kicked; being ignored; belongings taken or damaged, spreading rumours; abusive messages [online], racism or racist incident, gender-based violence; other]
- Perceived reason for Incident (actual or perceived sexual orientation; additional support needs; asylum seekers or refugee status; body image and physical appearance; disability; gender identity or trans identity; gypsy/traveller; gender-based violence; care experience, mental health, pregnancy or maternity; race and racism including culture; religion or belief; sectarianism; sexism and gender; socio-economic prejudice; young carer; not known; other)
- Incident Description
- Action Taken
- Incident Conclusion

The recording processes that we have in place at Harris Academy are robust. The Respect Me at Harris Log is regularly monitored and audited by our Anti-bullying Co-ordinator and Pupil Support Co-ordinator to ensure that there is a consistent approach to the recording and management of bullying incidents in our school.

You said, we did!

During our 2024 review we took the following steps to ensure we collected a range of valuable data in the reform of our Anti-bullying policy:

- Research
- Pupil Survey
- Pupil Questionnaire
- Parent/Carer Questionnaire
- Staff Questionnaire
- School Visits out with the authority
- Parent/Carer Engagement Session
- Staff Consultation
- Pupil Voice Consultation

You said:	We Did:
Celebrate Religion more often	We held a Culture Day where we celebrated different religions and cultural traditions.
Accommodate Religious needs	We have allocated Prayer Rooms around the school. To support all pupils to maximise attainment, we have organised for an Imam to conduct Friday Prayers in the school building.
Lock replacement on toilets	We replaced all broken locks on the toilet cubicles, and we continue to monitor this, making repairs when necessary.
More student helpers	We have a much more visible Senior Prefect body during social times. We have introduced S3 prefects during January/May study leave. We have recruited subject and policy ambassadors.
Consequences displaying bullying behaviours	We have outlined this in our Respect Me at Harris policy (pages 11 and 12).
Different ways to report bullying	We have outlined our updated procedures in our Respect Me at Harris policy (page 8).

Policy Review

Our Respect Me at Harris Policy will be reviewed in December 2027.