

Review of Anti-Bullying Policy 2025

S1-6 pupil survey

<https://jamesgillespies.co.uk/policy-documents/>



Before we gather your views we will...

- consider why it's important to update the policy and for pupils to feel safe in school
- outline timeline for review of the policy and when the new policy will be launched
- go over current procedures
- gain an understanding of feedback gathered so far from the Equally Safe At School group

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Starting with young people's rights...

Under the United Nations Convention of the Rights of the Child (UNCRC) -

- **Article 2** - The right to protection against discrimination.
- **Article 19** - The right to be protected from being hurt or badly treated.
- **Article 29** - The right to an education which develops your personality and your respect for other's rights and the environment.



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Defining bullying...

- Behaving in a way towards others that hurts or harms them, their feelings or their belongings; and embodies *unequal power and control*.
- This behaviour can harm people physically or emotionally and, although the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions, looks, messages, confrontations, physical interventions, or the fear of these.



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Explaining unequal power and control...

“I can do this to you because you are less than me”

“I want to show you that I am powerful by hurting you”

“I am trying to make you feel bad about yourself to show I’m in control”

“I am better than you and don’t care what you think or feel”



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What isn't bullying...

- Conflict
- Falling out
- Having an argument with friends
- Accidental physical harm
- Proper exercise of power by people in authority/supporting roles

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Characteristics protected in law...

Equality Act 2010 –

- disability
- race
- sex (gender)
- pregnancy/maternity
- religion/belief
- sexual orientation
- gender re-assignment
- age *
- marriage/civil partnership*

*not included in relation to education

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Timeline for review

- **Feb 2025** – feedback from pupils and staff in Equally Safe At School Group (ESAS)
- **March 2025** – discussion of pupil and staff survey with ESAS
- **April/May 2025** – parent/carers sessions
- **September 2025** – meeting with Quality Improvement Education Officer for Equalities at the City of Edinburgh Council
- **November 2025** – gather feedback from all pupils and staff
- **December 2025** – draft a revised policy
- **January 2026** – ESAS group consider user friendly guides with flowcharts
- **February 2026** – launch of updated policy

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Current Anti-bullying Policy

- Developed and implemented in 2021 – a change to using language where we don't describe people as bullies or victims – we describe people either displaying bullying behaviour or experiencing bullying behaviour
- Greater emphasis now placed on *protected characteristics*
- **Equally Safe At School** group made up of pupils and staff established in 2024. Surveys carried out with pupils and follow up on results.
- Teachers complete a wellbeing form to report any incidents they see or overhear
- Pupils can report in person or using an online confidential form to report incidents

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getting it right
for every child

Wellbeing Concern Form

Baby / Child / Young Person - details	
Name: _____	
Date of birth: _____	
Person recording details	
Name: _____	
Agency/ Establishment: _____	
Area of concern(s)	
Please tick relevant box(es) on 'Wellbeing Wheel' and use these headings to record the details below.	
Description of Concern(s)	
If appropriate, include strategies to address the issue and/or any actions taken. Please also summarise any previous concerns.	
Signature: _____	Date: _____



The Wellbeing Wheel is a circular diagram with 12 segments, each containing a tick box and a characteristic. The segments are: Confident, Respected, Responsible, Safe, Included, Healthy, Achieving, Learners, Nurtured, Active, Connected, and Involvement. The center of the wheel contains the text 'getting it right'.

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To report bullying behaviour...

- Pupils encouraged to speak to their Pupil Support Leader (PSL) or Community Head
- They can also report to any teacher
- They can report on anti-bullying form (details on next slide)



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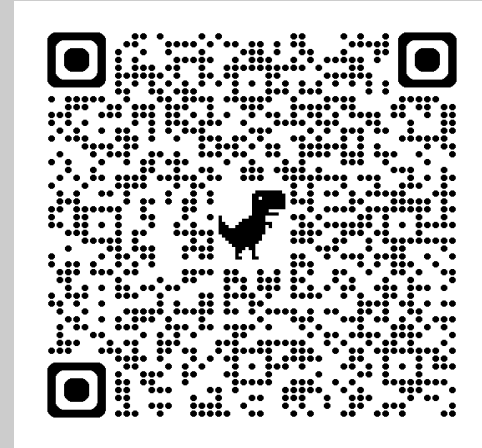
Pupil anti-bullying form

- JGHS SharePoint page

Select Subject/Pupil Support/Anti-bullying

[Anti-Bullying \(sharepoint.com\)](#)

- This form is only seen by PSLs and Community Head
- Pupils scan the QR code – information on posters around school and on ‘Reporting Bullying’ Channel on Teams



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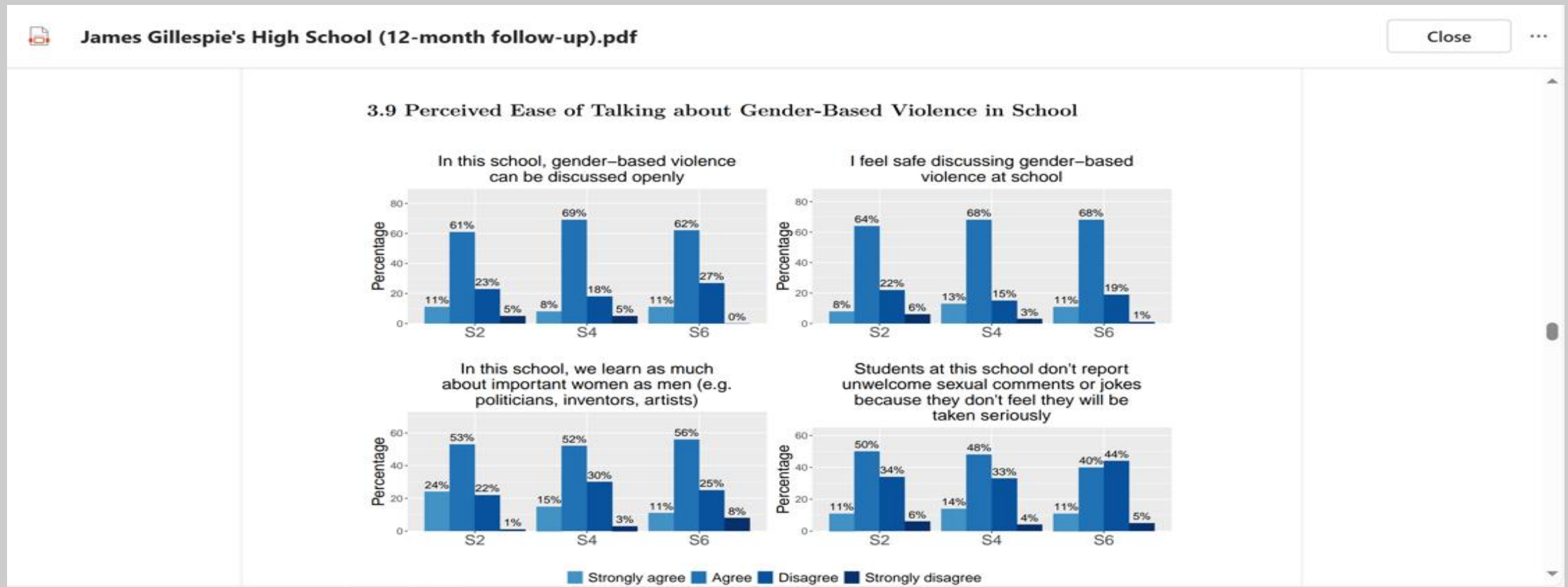
Equally Safe At School lunch group – all welcome!



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Some observations from previous ESAS surveys

From our surveys with Equally Safe At School Team from Glasgow University we can see that although pupils in the school can talk about Gender Based Violence in the school, the last table shows that many feel they won't be taken seriously so this is definitely something to address.



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Feedback from Equally Safe At School group...

- Action varies around the school and pupils not always given feedback
- Need to raise more awareness of policy and reporting (some confusion amongst pupils about how to report)
- Restorative approaches – pupils to have more understanding of what this means and organise follow up training for all teachers
- Assemblies – raising more awareness through assemblies and connecting to school values

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Feedback from Equally Safe At School group...

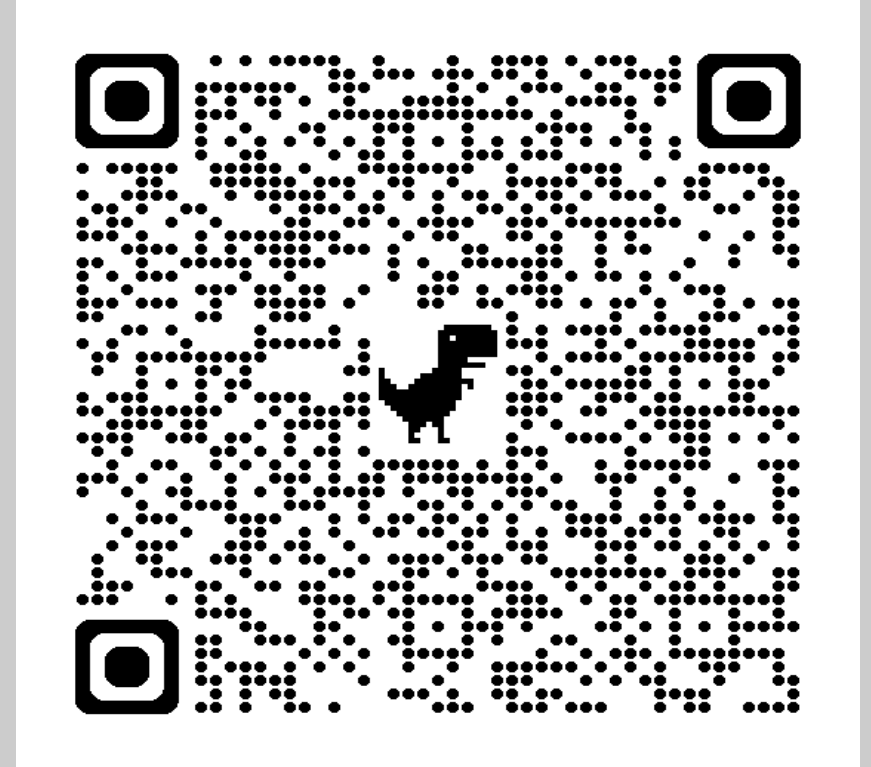
- Policy very detailed and informative but would be beneficial to have user friendly guides or flowcharts
- Some concerns about reporting incidents if parents/carers told each time
- Need to have more support for gender based violence
- More inclusion on cyber bullying and preventative work in class

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Now to gather your feedback...

Please read the introductory paragraph on the form before you start.

<https://forms.office.com/e/64hhMxH5W8>



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