

## **Item: 5**

**Education, Leisure and Housing Committee: 6 June 2018.**

**Anti-Bullying Policy for Education, Leisure and Housing.**

**Report by Executive Director of Education, Leisure and Housing.**

### **1. Purpose of Report**

To consider an updated Anti-Bullying Policy for use throughout Education, Leisure and Housing services.

### **2. Recommendations**

The Committee is invited to note:

#### **2.1.**

That, in March 1997, the Council adopted a document entitled "Guidelines for Action Against Bullying in Educational Establishments" as its policy for handling bullying in schools in Orkney.

#### **2.2.**

That the guidelines have been updated to take account of new national guidance Respect for All: The National Approach to Anti-bullying for Scotland's Children and Young People, published in 2017.

**It is recommended:**

#### **2.3.**

That the Anti-Bullying Policy for Our Children and Young People, attached as Appendix 1 to this report, be approved.

### **3. Background**

#### **3.1.**

In January 1997, the Education Committee recommended that a document entitled "Guidelines for Action Against Bullying in Educational Establishments" should be adopted as Orkney Islands Council's policy for the handling of bullying in schools in Orkney.

#### **3.2.**

Since that time schools and settings have had in place their own Anti-Bullying policies and processes which they have used to follow up on any incidences of bullying.

### **3.3.**

In the last few years, Scotland has seen huge legislative and policy change. Acts such as the Children and Young People (Scotland) Act 2014, Education (Scotland) Act 2016 as well as the Equality Act 2010 put in place by the United Kingdom Government have put greater focus on children and young people's health and wellbeing. Alongside that, there is greater understanding of how children and young people's confidence, resilience, participation and attainment can be affected by bullying both in the short and long term. There is more understanding of how and where bullying is experienced; how it can be supported and how it can be prevented.

### **3.4.**

In 2017, new national guidance "Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People" was published.

## **4. Updated Policy**

### **4.1.**

A Working Group incorporating educational officers, head teachers, a parent council representative and two young people from the Orkney Youth Forum, worked together to update the policy. The draft policy was then sent out for consultation from January to March 2018 to schools, afterschool clubs and sports facilities promoted and controlled by Education, Leisure and Housing for feedback.

### **4.2.**

The Anti-Bullying Policy for Our Children and Young People, attached as Appendix 1 to this report, sets out a strategic approach to addressing bullying and applies to schools and establishments run by Education, Leisure and Housing. It also covers afterschool clubs and sports clubs promoted and controlled by Education, Leisure and Housing. The policy sets out the Council's aims to ensure children and young people are treated with dignity and respect, equality is promoted, and diversity is valued in all environments. The Policy also outlines the rights and responsibilities associated with this commitment.

### **4.3.**

The Policy gives a clear definition of bullying and its impact on children and young people. Should the policy be approved, during academic year 2018 to 2019, the educational facilities referred to above will be required to review and update their existing anti-bullying policies in line with the Anti-Bullying Policy for Our Children and Young People as well as provide details of how incidents of bullying will be addressed and followed up. This will ensure that current national and local guidance are being met.

## **5. Equalities Impact**

An Equality Impact Assessment has been undertaken and is attached as Appendix 2 to this report.

## **6. Links to Council Plan**

The proposals in this report support and contribute to improved outcomes for communities as outlined in the Council Plan strategic priorities of Thriving Communities and Quality of Life.

## **7. Links to Local Outcomes Improvement Plan**

The proposals in this report support and contribute to improved outcomes for communities as outlined in the Local Outcomes Improvement Plan priority of Living Well.

## **8. Financial Implications**

There are no financial implications arising from the recommendations contained within this report.

## **9. Legal Aspects**

The legal duty to adopt a policy on anti-bullying stems from the legislation referred to at section 3.3 above. The policy and legal framework are contained in the guidance “Respect for All” referred to at section 3.4 above and page 31 of Appendix 1. The guidance also refers to supporting effective communication, including sharing relevant and proportionate information, where appropriate, in accordance with the Data Protection Act 1998 and Human Rights Act 1998.

## **10. Contact Officers**

Wilfred Weir, Executive Director of Education, Leisure and Housing, extension 2433, Email [wilf.weir@orkney.gov.uk](mailto:wilf.weir@orkney.gov.uk)

James Wylie, Head of Education (Curriculum and Community Learning), extension 2436, Email [james.wylie@orkney.gov.uk](mailto:james.wylie@orkney.gov.uk)

Morag Miller, Service Improvement Officer, extension 2418, Email [morag.miller@orkney.gov.uk](mailto:morag.miller@orkney.gov.uk)

## **11. Appendices**

Appendix 1: Anti-Bullying Policy for Our Children and Young People.

Appendix 2: Equality Impact Assessment.