



Anti-Bullying Policy

Glenalmond College is committed to promoting and fostering a community in which people feel able to live and grow to their fullest potential and where differences are valued and respected. Integrity, tolerance, equality and forgiveness are our core values.

This policy has been written in accordance with the Respectme guidance 2017 and reflects the Scottish Government's *Respect for All: A National Approach to Anti-Bullying* as well as the [Perth and Kinross Anti-bullying Strategy 2018](#). The fundamental principle upon which these policies are based is enshrined in the *United Nations Convention on the Rights of the Child (Article 19)*.

At Glenalmond, we understand that bullying is never acceptable and that children and young people have a right to learn in a safe, secure environment. We acknowledge that when bullying does happen the college must step in.

In Scotland, bullying is defined as:

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 may be a result of prejudice. *Respect for All* states that "Prejudice-based bullying is when bullying behaviour is motivated by prejudice based on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance." The Equality Act 2010 made it unlawful to discriminate against anyone with a protected characteristic. These are:

- ❖ age
- ❖ disability
- ❖ gender reassignment
- ❖ marriage and civil partnership
- ❖ pregnancy and maternity
- ❖ race
- ❖ religion or belief
- ❖ sex
- ❖ sexual orientation

Effective preventative strategies and clear reporting guidelines

Our aim is to build a community where bullying behaviour is unacceptable. We can achieve this by developing positive relationships which are underpinned by preventative strategies. We have strategies and programmes in place (including 'Girls on Board' and 'Working with Boys') that encourage our pupils to analyse and understand their relationships with peers. These are intended to prevent or minimise instances of bullying between pupils.

The Code of Behaviour for pupils sets out the College's expectations which are based on common sense and courtesy whilst the staff have a Code of Conduct which requires them to take all reasonable steps to ensure the safety and wellbeing of pupils in their care. This means that respectful relationships are very much part of the Glenalmond

community and any bullying behaviour is challenged. The profile of our anti-bullying culture is raised regularly with input through Floreat lessons, chapel talks, Anti-Bullying Week activities and discussions in Houses and tutor groups.

Pupils can talk to any member of staff if they are worried, with tutors, Housestaff, the Wellbeing Lead and the Deputy Head Pastoral being key parts of the wide range of support available. **Parents** should initially contact their son or daughter's Housemaster or Housemistress if they would like to discuss any wellbeing concerns. Our **staff** receive regular training on applying the GIRFEC approach every day and this includes how to report concerns. We promote a proactive approach by regularly discussing what bullying is in a wide range of contexts as well as reminding everyone that we all need to respond if we see bullying behaviour.

Recording of concerns and our response to bullying

All incidents and the actions taken are recorded online (in CPOMS) including names, where and when the incident took place, the type of bullying experienced (name-calling, rumours, threats etc) and in particular we recognise the need to specifically record details of prejudice based bullying.

Key pastoral staff are alerted and the incident is investigated promptly with those involved given the opportunity to talk and be listened to. The needs of the young people involved will be recognised and they should be encouraged to talk openly and honestly. The young person who has experienced the bullying will be involved in the decision about the next steps that are taken and parents will be involved where appropriate.

Our focus will be on building resilience, promoting positive relationships as well as working on strengthening our core values. A range of strategies can be used, including

- small group work building on a shared concern
- peer mediation (including peer supporters)
- restorative approaches
- outside help and advice from Police, CAMHS, Perth and Kinross Children's Services etc
- appropriate sanctions applied as part of the resolution process

In consultations, both pupils and parents have been very positive about the positive ethos at Glenalmond College. They express confidence in how issues are dealt with when raised and that the senior pupils had a key responsibility in helping others to seek help.

Monitoring and evaluation

Through the online recording system, the pastoral staff monitor incidents and ensure that the actions taken address concerns. The follow-up of incidents is also very important and this will range from an informal chat with a member of the Housestaff or for more serious incidents, further support meetings may be required. Parents should also be contacted to ask if they are still worried about their child.

This policy will be formally reviewed at least every three years but our practices are constantly monitored to ensure that we follow best practice.

Useful References:

<https://www.gov.scot/publications/respect-national-approach-anti-bullying/>
<https://www.gov.scot/publications/national-action-plan-relationships-behaviour-schools-2024-2027/>

Reviewed: September 2025 by SES (Sabina Staziker - Deputy Head Pastoral)