

Castlehead High School Guide to the Equalities Policy



Just as our Nurturing Relationships Policy promotes a positive school ethos and exemplify our new school values of **KINDNESS, RESPECT AND AMBITION**, so too does this Equalities Policy, which aims to stamp out bullying behaviour if we see it, and which has our school vision at its centre:



Cultivating a community of respect, equity, and kindness, fuelling ambitious minds to thrive and make a positive impact in our world

SCAN TO READ FULL POLICY



DEFINITION

Bullying is intentional behaviour that causes emotional, physical, or mental harm, making someone feel insecure, threatened, or inadequate.

It impacts a person's sense of control, or 'agency,' and occurs within relationships. Bullying can happen face to face or online and may involve actions, words, or threats that leave a lasting emotional impact—even if the behaviour itself isn't repeated.



PROCESS



REPORTING AND RECORDING

When an allegation is made,, your PTPS is notified and the information is recorded.



INVESTIGATION

Full investigation and decision made over bullying . Supports agreed. Cases is recorded on SEEMIS and in the Bullying Log.



COMMUNICATION AND FEEDBACK

A plan is agreed and feedback given. This is followed up no more than two weeks later to ensure matter is resolved.



DO I HAVE A PROTECTED CHARACTERISTIC?

We recognise equality and diversity, and our responsibility to ensure the safety of all pupils who may be vulnerable to bullying because of real or perceived difference affecting them or any member of their family, as identified as protected characteristics in the Equality Act 2010:

- AGE
- DISABILITY
- PREGNANCY
- RACE
- RELIGION
- SEX
- SEXUAL ORIENTATION
- GENDER
- TRAVELLER
- POVERTY
- CARE EXPERIENCE
- REFUGEE
- YOUNG CARER
- ADDITIONAL SUPPORT NEED

SUPPORT AND INFORMATION



Childline



RespectMe



ChildNet



Renfrewshire MH

"Children have the right to protection from all forms of violence (physical or mental). They must be kept safe from harm, and they must be given proper care by those looking after them."
[The United Nations Convention on the Rights of the Child, Article 19]