

ANGUS COUNCIL

CHILDREN AND LEARNING COMMITTEE

23 SEPTEMBER 2014

UPDATE TO ANGUS COUNCIL ANTI-BULLYING POLICY

1. BACKGROUND

The Angus Council Anti-Bullying Policy, appendix 1, has been updated in accordance with the Offences (Aggravation by Prejudice) (Scotland) Act 2009 (more commonly know as the Hate Crime Legislation) and The Equality Act 2010. The Equality Act 2010 consolidates and harmonises a range of equality legislation, replacing familiar laws such as the Sex Discrimination Act 1975, The Race Relations Act 1976 and the Disability Discrimination Act 1995. The Equality Act provides protection from discrimination, harassment and victimisation based on a range of protected characteristics outlined below.

2. SIGNIFICANT INFORMATION – SCHEDULES

Updates to the Council Anti-Bullying Policy emanated from the Angus Hate Incident Multi-Agency Panel, (HIMAP). This panel is led by Police Scotland. Other membership includes Angus Council, NHS Tayside and Victim Support (Scotland). The Panel has a two-tier structure: the strategic group to decide on policy and strategy and multi-agency meetings (MAMS) in order to respond and co-ordinate individual cases of hate incidents or trends.

Where an incident of bullying behaviour is perceived to be motivated by the protected characteristics covered by legislation, i.e. race; disability; religion/belief; sexual orientation; gender; gender reassignment; pregnancy/maternity - a completed incident report - appendix 3 of the Anti-Bullying Policy is sent to the People Directorate, Management Information Service. The information from these reports is passed on to the police anonymously for statistical purposes. Where the police consider a crime may have been committed, or at the request of any agency, a Multi-Agency Meeting (MAM) can be held.

All statistical data is analysed on a termly basis by the Principal Officer, School and Family Support Service. Trends and patterns are followed up and training provided where appropriate to school staff.

Most incidents of bullying behaviour are resolved at school level. Where this is not the case it is the role of the School and Family Support Workers to provide support to children and young people, school staff and parents and to ensure that all incidents of bullying behaviour are fully resolved. The service has been commended at a national level by RESPECTME for its work and Angus Council has been commended for its Policy by HMIE

Recent updates to the policy include changes to sections 2; 1.7 – Reporting and Recording Incidents Appendix 3 and Appendix 4.

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List of Appendices:

[Appendix 1](#) Angus Council Anti-Bullying Policy
[Appendix 2](#) Head Teacher Circular – TA/GS/AR/HT0079/14