

TA/GS/AR/HT0079/14

EMAIL



11 August 2014

To Head Teachers of Primary  
and Secondary Schools

**PEOPLE**  
Strategic Director:  
Margo Williamson

Dear Colleague

### **ANGUS COUNCIL ANTI-BULLYING POLICY – UPDATE TO APPENDIX 3**

Please find attached updated Appendix 3 of the Council's Anti-Bullying Policy for schools. This update takes account of the Offences (Aggravation by Prejudice) (Scotland) Act 2009 which covers hate incidents which may be considered by the police to be a hate crime. The **protected characteristics** covered by this legislation include race; disability; sexual orientation; religion or belief; and gender re-assignment.

Other characteristics listed in Appendix 3 including sex; age; pregnancy and maternity; marriage and civil partnership, are covered by The Equality Act 2010.

An appendix 3 Incident Report should be completed in respect of each allegation or complaint of bullying behaviour and sent to the Management Information Service (MIS) Angus House by e-mail [EDNMIS@angus.gov.uk](mailto:EDNMIS@angus.gov.uk) or by fax to 01307 461848.

Where the incident is perceived to be motivated by race; disability; sexual orientation; religion or belief or gender re-assignment, the completed Incident Report **must be sent immediately to MIS**. The information from these reports is passed on to the police anonymously for statistical purposes. A Hate Incident Multi-Agency Panel (HIMAP) may be held where the police, or another agency, feel it is required.

Please note for ease of management and data collection, MIS will collate all information from Appendix 3. Appendix 4 will no longer be used as from 11 August 2014.

All Appendix 3 proformas should be sent to MIS with priority given to those relating to **protected characteristics**. The information in connection with the outcome should be sent to MIS whenever it becomes available.

Appendix 3 proforma should be held in the PPR and the chronology updated.

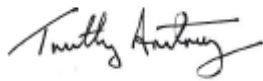
The above information replaces the information in Section 1.7 of the current Anti-Bullying Policy. Further updates to that policy will take place in due course.

11 August 2014

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and Secondary Schools

Please contact Gillian Strachan, Principal Officer, SFSS, [Strachang@angus.gov.uk](mailto:Strachang@angus.gov.uk) if you require further information.

Yours sincerely



Tim Armstrong  
Head of Children and Young People

**Copy to:**

Pauline Stephen, Head of Schools and Learning  
Les Hutchinson, Head of Quality and Performance  
Tim Armstrong, Head of Children and Young People  
George Bowie, Head of Adult Services  
Trish Torz, Service Manager – Schools and Learning  
Rodger Hill, Service Manager – Schools and Learning  
Dawn Archibald, Service Manager – Early Years  
Colin Nicol, Service Manager – Quality  
Audrey Osborne, Service Manager (ASN/Educational Psychology)  
Elaine Hughes, Service Manager – Performance  
Raymond Young, Principal Quality Improvement Officer  
David McColgan, SSTA  
David Drysdale, EIS  
Debbie McMaster, Management Information Support Assistant

**Copy for information to:**

Vicky Gardiner, Arbroath Academy  
Muriel McLeod, Arbroath High School  
Sam Lowe, Brechin High School  
Moira Cathro, Carnoustie High School  
Mel Lynch, Forfar Academy  
Maggie Smith, Monifieth High School  
Andy Dingwall, Montrose Academy  
Donald Currie, Webster's High School  
Alita Spink, ESO  
Gillian Strachan, Principal Officer, SFSS