



# **Dunoon ELC**

# **Bullying Policy**

**This policy was adopted at a meeting of:**

***Dunoon Early Learning and Childcare***

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On May 2025

Signed: Rachael Bryant

Designation: Principal Teacher

## Statement of Purpose



The UN Convention on the Rights of the Child

Article 2 (non-discrimination)

Article 12 (respect for views of the child)

Article 19 (protection from violence, abuse and neglect)

Dunoon Primary School ELC intends to provide a happy and welcoming environment in which no one feels threatened or intimidated. Dunoon Primary School ELC will not tolerate any form of discrimination, harassment or bullying. As per the guidance given in The Equality Act 2010 Dunoon Primary School ELC acknowledges that it is illegal to discriminate against a person on the grounds of their race or ethnicity, their disability, their gender or sexual orientation, their age or religion and as a result,

### Procedure

Dunoon Primary School ELC will not tolerate discrimination in any form. Discriminatory actions and behaviours from or towards visitors, staff or service users will be challenged. This approach will also be applied to cases where there is found to be harassment or bullying occurring.

Bullying is defined as the use of aggression with the intention of hurting another person which causes pain and distress for the victim. Bullying is an unacceptable form of behaviour through which an individual or group of individuals feel threatened, abused or undermined by another individual or group of individuals - for example:

- Threats of or actual physical violence;
- Unpleasant or over repeated jokes about a person;
- Unfair or impractical work loading.

Bullying behaviours from or towards visitors, staff or service users will be challenged.

Harassment is defined as any conduct which is unwanted by the recipient, or any such conduct based on the grounds of bias or discrimination that affects the dignity of any individual, or group of individuals at work. Harassment may be repetitive, or an isolated occurrence against one or more individuals - for example:

- Patronising or belittling comments;
- Comments about appearance/body/clothes;
- Leering or staring at a person's body;
- Unwelcome sexual invitations or pressure;
- Touching, caressing, hugging or indecent assault.

Harassment from or towards visitors, staff or service users will be challenged.

Dunoon Primary School ELC implores any staff member who feels they are experiencing or have witnessed discrimination, bullying or harassment to report it to the Head Teacher, or next available senior member of staff.

Any reports made will be investigated thoroughly and, where possible, informal resolutions will be sought and agreed between the parties concerned, but if this is not possible due to the seriousness of the incident(s) then further action will be taken.

### Health and Social Care Standards:

3.3 I have agreed clear expectations with people about how we behave towards each other, and these are respected.

3.7 I experience a warm atmosphere because people have good working relationships.

4.23 I use a service and organisation that are well led and managed.

**National Policy**

The Equality Act (2010) UK Legislation Last Updated: January 2024