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National Thematic: Bullying

The purpose of this national thematic is to evaluate the approaches taken by schools to record and monitor incidents of bullying. HM Inspectors will provide a national overview of the approaches adopted in their national report.

Reflective Questions for HM Inspectors when reviewing the school's Anti-bullying policy and related documentation

1. Approaches schools have taken to record incidents of bullying

How well does the anti-bullying policy reflect national guidance?

- Is there a separate anti-bullying policy or does this sit within the existing policy?
- When was policy created?
- What is the review date?
- The policy defines bullying.
- Are the processes for recording bullying clear?
- Does the policy provide a holistic framework to guide all adults working with children/young people to address all forms of bullying?
- Does the policy reflect UNCRC/ GIRFEC/ Respect for All?
- Does the policy challenge inequalities?
- Does the policy reflect the values of fairness, respect and inclusion?
- Does the policy explicitly mention all protected characteristics and other forms of prejudice-based bullying?

2. The arrangements for monitoring incidents of bullying

How well does the school's approaches to monitoring incidents of bullying inform any changes to practice or policy?

- Does the anti-bullying policy provide guidance as to how senior leaders will monitor the data provided on SEEMiS at a school level?
- Does the policy highlight the need to identify trends and patterns of bullying?
- Does the policy acknowledge that bullying can impact on children/young people's inclusion, attendance, attainment and participation in school life?

3. The effectiveness of measures taken to respond to incidents of bullying and in supporting children and young people.

What measures are used to support children and young people and how well are these working?

- Does the policy clearly outline the roles and responsibilities of staff relating to anti-bullying?
- Does the policy clearly support every child and young person who requires help to know who can help them and what support is available?
- How does the policy help to build capacity, resilience and skills in children and young people?
- Does the policy support the implementation of a consistent and cohesive approach to anti-bullying?

Microsoft Forms link to record responses