



St Margaret Mary's Secondary School

Anti-Bullying Policy - **NOVEMBER 2017**

Aims

Bullying and discriminatory behaviour is never acceptable within Glasgow's schools. Glasgow City Council Education Services is committed to reducing the incidence and effects of bullying behaviour within its schools.

St Margaret Mary's Secondary School Anti-Bullying Policy is in line with:

- Every Child is Included and Supported: Getting it right in Glasgow the Nurturing City (2016)
- Getting it Right for Every Child (Scottish Government 2010)
- Children and Young People (Scotland) Act 2014
- A National Approach to Anti-Bullying for Scotland's Children and Young People (Scottish Government 2010)
- United Nations Convention on the rights of the child (UNCRC)
- Equality Act 2010
- RespectMe

What is Bullying?

Bullying is behaviour and impact – never one on its own. Bullying takes place in the context of relationships. It is behaviour, actions or attitudes that can make people feel hurt, threatened, frightened and left out.

Bullying can include:

- Being called names, teased, put down or threatened
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you
- Receiving abusive messages electronically
- Behaviour which makes people feel like they are not in control of themselves
- Being targeted because of who you are or who you are perceived to be
- Being humiliated

This can harm people physically or emotionally and, although the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions, looks, messages, confrontations, physical interventions or the fear of these. This is not an exhaustive list and it is important to consider impact, intent and persistence when defining bullying behaviour. (RespectMe 2013)

Bullying is **never** acceptable. Every pupil is entitled to:

- Feel secure, valued, supported and included
- Be themselves, without fear of being bullied
- Celebrate what makes them unique

Recording, Reporting and Monitoring of Bullying and Discriminatory

In St Margaret Mary' Secondary School incidents of bullying and discriminatory behaviour are recorded on Click+Go.

Recording in this way has a number of advantages:

- **It will allow us to** interrogate data
- It will comply with the requirements of the Equality Act 2010
- Incidents will be recorded under different types of discriminatory behaviour
- Will record incidents against persons displaying the behaviour **and persons experiencing the behaviour**

The nature of the incident and the characteristic should be completed in all cases.

Nature of Incident

- Damage to property
- Physical
- Emotional
- Text or IT related
- Extortion
- Verbal
- Incitement
- Written
- Isolation

Characteristics

- Age
- Gender reassignment
- Medical Condition/Disability
- Homophobia/Sexual orientation
- Body image
- Marital status
- Care Circumstances
- Pregnancy/Maternity
- Disability of victim
- Racial
- Economic Circumstances
- Religion or belief
- Family Circumstances
- Sectarian
- Gender/Sexual harassment
- Substance Misuse
- Territorial/Gang related

Role of Pupil

- Report an incident to a member of staff, parent or carer
- Feel valued and listened to
- Expect action to be taken

Role of Teacher

- Be alert for any warning signs of bullying behaviour
- Take the incident seriously
- Listen to and support pupil
- **Promptly** complete Bullying Reporting Form
- **Promptly** report incident to appropriate Pastoral Care teacher (or appropriate Year Head if not available)

Role of Pastoral Care

- **Promptly** investigate by gathering as much information as possible
- Take appropriate action
- Refer serious incidents of bullying to the appropriate Year Head
- Inform parents/carers
- Provide support to the person experiencing bullying and the person displaying bullying
- Resolution strategies should be employed where appropriate
- Complete Bullying Reporting Form and pass to DHT Pupil Support
- Monitor and review incident

Role of SLT

- Monitor all incidents
- Collect and interrogate data
- Review policy and procedures
- Provide an annual update of data and procedures to staff

Role of Parent/Carer

- Inform Pastoral Care or Year Head if they are concerned that their child is experiencing bullying



St Margaret Mary's Secondary School Anti-Bullying Code

- DO** have respect for everyone as individuals
- DO** take bullying seriously – it's not a joke
- DO** report any bullying you see, whoever it's aimed at
- DO** include everyone and make them feel welcome
- DO** be nice to people online and in person
- DO** use mobile phones sensibly and sensitively
- DO** help others and be kind
- DO** think before you speak and act
- DO** accept people for who they are

Bullying is a crying shame

As we are all the same!