

# St Mungo's High School



Promoting Positive Relationships: Anti-Bullying  
Policy

Created June 2021



In Scotland we have a vision that:

every child and young person will grow up free from bullying and will develop respectful, responsible and confident relationships with other children, young people and adults;

*Respect for All: national approach to Anti-Bullying, Scottish Government*

### **Rationale**

St. Mungo's is a school where we welcome, love, respect and encourage every child to live the good life of the Gospel. Our aim is that every member of our school community is able to learn in an environment where they feel safe, respected and loved.

We aim to promote an ethos which is supportive and inclusive of all faiths and ethnicities and where bullying is not acceptable. We aim to have in place well communicated and clearly understood procedures for responding to all allegations of bullying.

In creating this policy we have embedded the United Nations Rights of the Child (UNCRC), the National "Getting it Right for Every Child" (GIRFEC) framework and the principles produced by the Tackling Bullying in Scottish Schools as well as local policies promoting relationships in Falkirk's educational establishments.

As a school we are committed to the Children and Young People Act and The Equality Act. We aim to ensure inclusion for all our young people while promoting resilience and restorative approaches.

We are in the process of working towards the Bronze Rights Respecting School Award. This policy covers the following articles of the UNCRC:

- Article 2 – You have the right to protection against discrimination.
- Article 19 – You have the right to be protected from being hurt or badly treated.

Article 29 – You have the right to an education which develops your personality and your respect for other's rights and the environment.

This procedure has been revised and updated in consultation with staff, parent and pupil groups, including our Pupil Council, Parent Council and wider School Community. We have also consulted and linked with external partners at RespectMe, Education Scotland, Show Racism the Red Card and Tackling Bullying in Scottish Schools.

We have also created a Pupil Friendly Version of this policy and a visual interpretation.

## What is bullying behaviour?



During Anti Bullying Week 2019 we consulted our pupils and asked them to define Bullying. We have used these to create our St Mungo's definition below and also to create our Anti Bullying Pledge which is signed each year during Anti Bullying week (Appendix 1)

### **At St Mungo's we define bullying as:**

- when one or more person says or does something in a way which affects or hurts another person either mentally or physically
- something that usually happens more than once and is done on purpose or it can also be a one off incident
- always damaging and something that can make us feel sad or isolated, frightened or worried that it may happen again
- something that can affect us for a short time but can also have a major impact on our health and well being

### **This covers all forms of bullying behaviour including:**

Verbal	Calling someone names, teasing, making verbal threats, sarcasm, spreading rumours.
Physical	Hitting, kicking, punching, pushing, spitting, or any other use of violence.
Emotional	Being unfriendly, tormenting others (for example, hiding people's belongings, threatening gestures), excluding someone from the group.
Cyber	All areas of internet misuse including threats by mobile phone including text messaging and calls and misuse of associated technology,
Prejudiced	Any comment or action to ridicule pupils who are perceived as different. For example, young carers, those with a disability or who are looked after, who live in poverty.
Racial	When people are singled out because of the colour of their skin, the way they talk, ethnic grouping or religious or cultural practices. It can include racial taunts, physical attacks, graffiti or gestures, jokes.
Homophobic	Upsetting behaviour and attitudes towards others which focus on the issue of sexuality,
Gender	Unwanted physical contact or comments which are sexually abusive or suggestive.

## **Equality Act 2010**



Bullying behaviour can often be rooted in prejudice and discrimination due to difference or a perceived difference.

We understand that although linked bullying and prejudice based discrimination are different and we are committed to challenging discrimination, prejudice-based bullying and language, and to fulfilling our duty under the Equality Act 2010

Under the Equality Act 2010, we have a responsibility to ensure that no one is discriminated against, victimised or harassed for any of the protected characteristics. These include age, disability, gender reassignment, marriage and civil partnership, pregnancy, race, religion, sex and sexual orientation.

We recognise that children and young people can also experience prejudice bullying in relation to: asylum seeker or refugee status; body image; being care experienced; social or economic status; young carer responsibilities; imprisonment of parents/carers, siblings, or other family members.

### **Hate Crimes**

Bullying can be motivated by prejudice similar to a hate crime; the distinction is when a crime has taken place such as an assault. If a bullying incident is serious in nature with clear criminal aspects it should be reported to Police Scotland.

## **Expectations of Our School Community**



Bullying behaviour or attempts should never be ignored and it is only through challenging these types of behaviours through a restorative approach that a positive ethos, culture and relationships be achieved and maintained.

### **Pupils have a role to play in saying no to bullying by:**

- Not being a bystander
- Reporting all incidents of bullying and suspected incidents to a member of staff
- Use the QR code to safely and privately report any incidents (Appendix 2)
- Contact an external organisation for advice and support if outwith school e.g Childline
- Supporting each other and seeking help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.
- Be responsible digital citizens in school and beyond.

### **Staff within our school community will:**

- Treat all allegations of bullying seriously.
- Report all incidents to the relevant Pastoral Staff or Year Head for investigation
- Use de-escalation and restorative approaches ensuring that everyone involved in the behaviour is treated fairly and consistently
- Monitor and report annually on incidents of bullying

### **Parents / Carers can help by:**

- Supporting our anti-bullying policy and procedures including any consequences or supports which are decided by the school.
- Encouraging their children to be positive members of their school communities, face to face and online.
- Discussing with their child's Pastoral teacher any concerns that their child may be experiencing.
- Helping to establish an anti-bullying culture outside of school.

## **Methods of Reporting**

Pupils are encouraged to report any incidents of bullying to their Pastoral Teacher. Following consultation with the pupils a more discreet method was provided using a QR code. This code allows pupils a direct method to report any bullying (Appendix 2).

If a parent would like to report any incident of bullying, they should contact their child's Pastoral Teacher. Email addresses are available for each Pastoral Teacher on our school website or parents can phone the school office (01324 614614).



## **Recording and Monitoring**

All instances of bullying will be recorded using our school information system (OTB). Any instances of bullying that falls under the Equality Act 2010 will also be recorded and monitored separately using SEEMIS (Equalities Module).

A regular review of all alleged bullying reports will be undertaken by Pastoral Staff. This will lead to appropriate action being taken if necessary. A review of the strategies used to raise awareness regarding anti-bullying and to prevent bullying taking place will be conducted annually.

## **Support for Bullying**

We do however recognise that bullying can occur for a variety of reasons and if it does, we aim to provide effective support systems to meet the needs of all the pupils involved.

Our strong Pastoral and Pupil Support Team are on-hand to provide well-being check ins and advice to all involved in the bullying incident(s). We also offer Targeted Support sessions from Pupil Support Staff, School Based Police Officer, and School Counsellor. Advice is also available on our school website.

Children and young people who are exhibiting bullying behaviour will need help and support to:

- Identify the feelings that cause them to act this way
- Develop alternative ways of responding to these feelings
- Understand the impact of their behaviour on other people and Repair relationships

## **Promoting Positive Relationships**



We are committed to implementing strategies to raise awareness of strong positive relationships, bullying, racism and other prejudiced behaviour. We do this through:

- Celebrating Anti-Bullying week annually highlighting key messages at assemblies and in PSE.
- Working together with “Show Racism the Red Card” to highlight the impact of Racism on our school community (Appendix 4)
- Raising awareness of digital rights and online safety in PSE and in other areas of the curriculum.
- Issuing clear guidelines on how to report bullying in person and discreetly
- Using Peer Mediation and restorative measures to help resolve conflict.
- Supporting staff in accessing training which increases their awareness and understanding of bullying/racism/prejudiced behaviours
- Promoting equality and diversity through the curriculum

## Procedures



When an allegation of bullying is made a consistent and fair process is undertaken:

- All staff should listen, ascertain facts and treat the incident seriously. They should ask what has happened, who was involved, where and when
- Staff should ensure that all parties involved are safe and that a pupil knows they have done the right thing in reporting. They should also be informed of next steps and how to access further support



School staff should inform the relevant Pastoral Teacher or Year Head via the referral system



The Pastoral Teacher or Year Head will investigate and decide the next appropriate action by:

- Interviewing pupils and / or staff who may have witnessed the behaviour
- Speaking to the young people involved and **taking into consideration what they want to happen next.**
- Taking on board the views of the child or young person who has experienced bullying when deciding whether to inform their parents/carers.
- Putting in place appropriate consequences for those involved in carrying out the bullying e.g. Alternative to Exclusion integrating work with Police Scotland.
- Organising Pastoral support for **all** pupils involved in bullying behaviour and make sure they are aware of next steps
- Organising and facilitating a restorative meeting if appropriate and agreed
- Monitoring the situation - checking in with all pupils involved
- Referring for further support if required eg counselling, Education Psychology,



All bullying incidents and actions taken should be recorded on OTB and any confirmed cases passed to Depute Pupil and Pastoral Support and reported on SEEMIS as part of the Scottish Government Update on bullying.





## References

Addressing Inclusion: Effectively Challenging Racism in Schools (2019)

<https://www.anti-bullyingalliance.org.uk>

Children and Young People (Scotland) Act 2014

- Education (Additional Support for Learning) (Scotland) Act 2004 as amended
- Equality Act 2010
- Offences (Aggravation by Prejudice) (Scotland) Act 2009
- Schools (Consultation) (Scotland) Act 2010
- UN Convention on the Rights of the Child 1992

Addressing Inclusion: Effectively Challenging Homophobia, Biphobia and Transphobia (2020)

<https://www.lgbtyouth.org.uk/media/1299/addressing-inclusion-2020.pdf>

[http://respectme.org.uk/wp-content/uploads/2019/01/Addressing-Inclusion-](http://respectme.org.uk/wp-content/uploads/2019/01/Addressing-Inclusion-Effectively-)

[Challenging-Racism-in-Schools.pdf](#)

Respect for All: national approach to anti-bullying, Scottish Government – published Nov 2017

Promoting Positive Relationships in Falkirk's Educational Establishments



### St Mungo's High School Pupil Pledge

I pledge to:

Be kind and respectful

Treat others with Love and compassion

Acknowledge the impact of my words and actions (online and face to face)

Understand the difference between Banter and Bullying

Ensure everyone is included

Not be a bystander

Speak up when I, or others, are being harmed

Report all Incidents of Bullying/Racism



Be Kind, Be Respectful, Show Love





## Dealing with a bullying Incident (3 Step Plan For Teaching Staff)

*(Anti Bullying Alliance 2021)*

### Step 1 Ensure that all parties are safe

- Is anyone's physical health or wellbeing at risk
- Has Child Protection been considered
- Is there a need for other agencies
- Have you asked the victim how they would like it to be resolved
- Have parents/victims been informed of next steps

### Step 2 Prevent Bullying from Re-occurring

- Recording the incident and those involved
- Making everyone aware of the steps being taken
- Ensuring there is agreement from the victim about the way forward
- Regularly check in with the target
- Did they have a discreet way to report about how they feel
- Have parents been informed
- Changing the behaviour of the group and not the target/s

### Step 3 School Learning and Reflection

- Does the incident reveal any incident in your school e.g. language
- Do staff need training
- Are there gaps in the procedure?