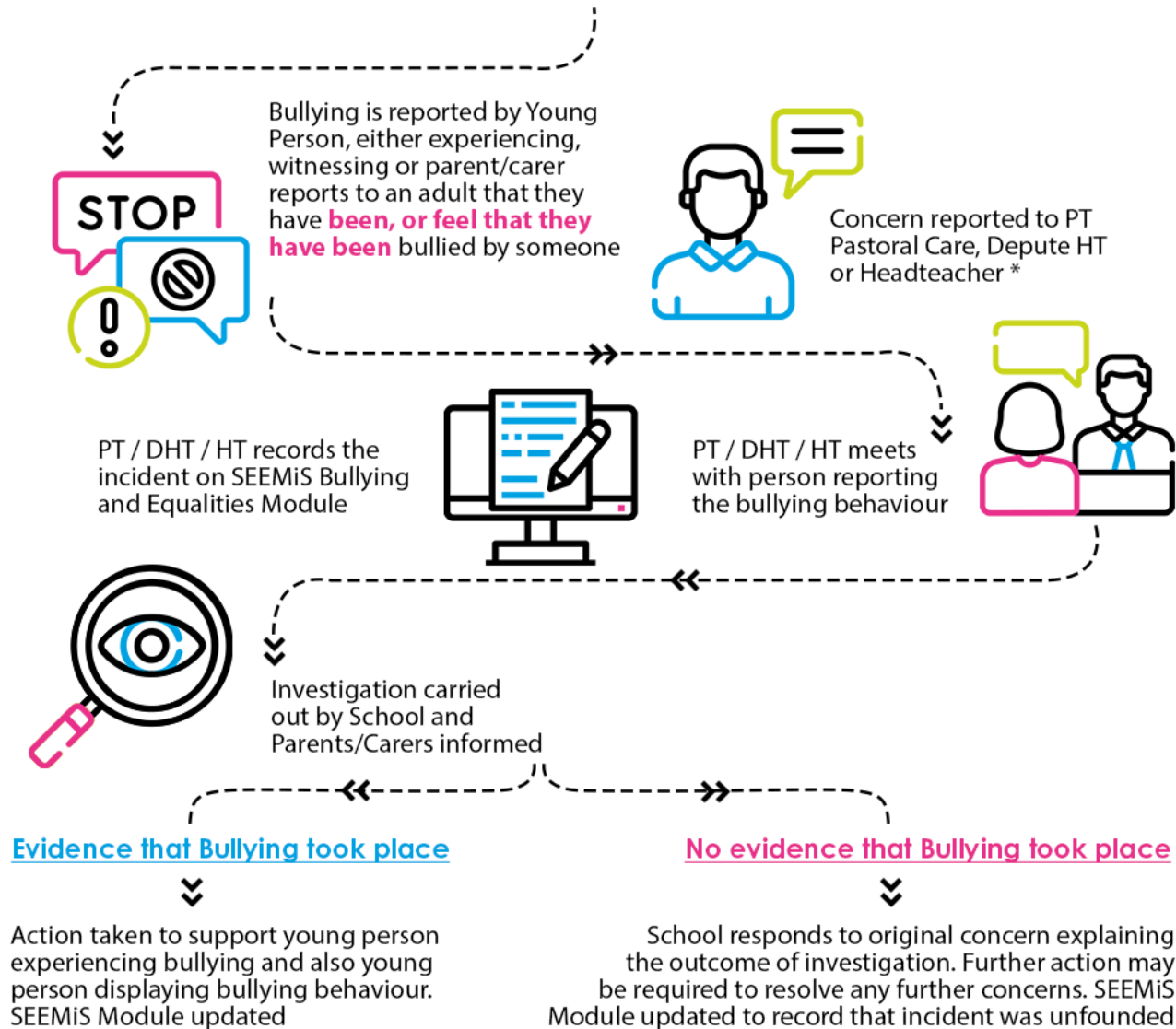


Anti-Bullying Guidance for Schools

Bullying Response Process



*This will vary from Primary to Secondary



Bullying behaviour is never acceptable within Glasgow City Council's schools/early learning centres. All children and young people have an entitlement to work and play in a learning environment in which they feel valued, respected and safe and are free from all forms of abuse, bullying or discrimination.

GCC Anti-bullying Policy (Revised 2019)

DEFINITION

Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face to face and online.

(respectme, 2015)

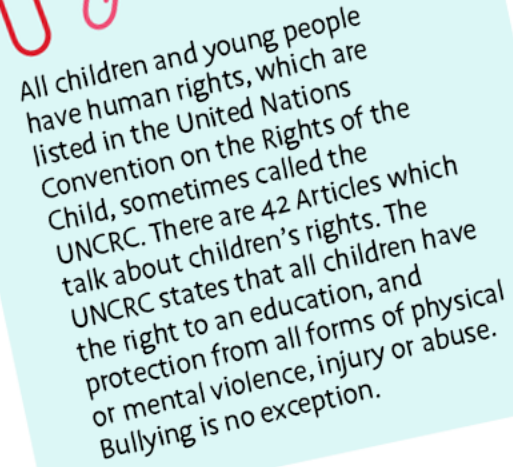


SEEMiS Bullying and Equalities Module

Any incident that is recorded on the module is automatically copied into pastoral notes. Pastoral notes **must not** be used to record any bullying incidents as this will not show up on the recording module.

Anti-Bullying Guidance for Schools

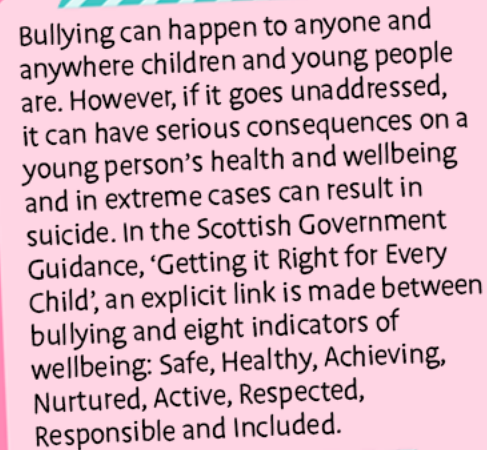
Key Messages for School Staff



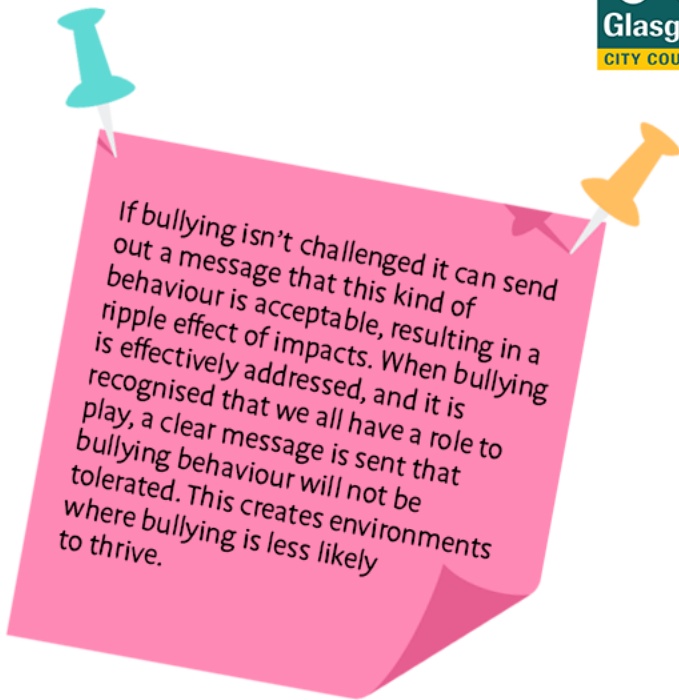
All children and young people have human rights, which are listed in the United Nations Convention on the Rights of the Child, sometimes called the UNCRC. There are 42 Articles which talk about children's rights. The UNCRC states that all children have the right to an education, and protection from all forms of physical or mental violence, injury or abuse. Bullying is no exception.



Bullying is a breach of Children's Rights and children need to be protected from bullying behaviour so that they can survive, develop and participate in a fulfilling life. As adults we have an important role to play to help protect these rights, therefore, knowledge and understanding of Children's Rights is essential to good practice.



Bullying can happen to anyone and anywhere children and young people are. However, if it goes unaddressed, it can have serious consequences on a young person's health and wellbeing and in extreme cases can result in suicide. In the Scottish Government Guidance, 'Getting it Right for Every Child', an explicit link is made between bullying and eight indicators of wellbeing: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included.



If bullying isn't challenged it can send out a message that this kind of behaviour is acceptable, resulting in a ripple effect of impacts. When bullying is effectively addressed, and it is recognised that we all have a role to play, a clear message is sent that bullying behaviour will not be tolerated. This creates environments where bullying is less likely to thrive.



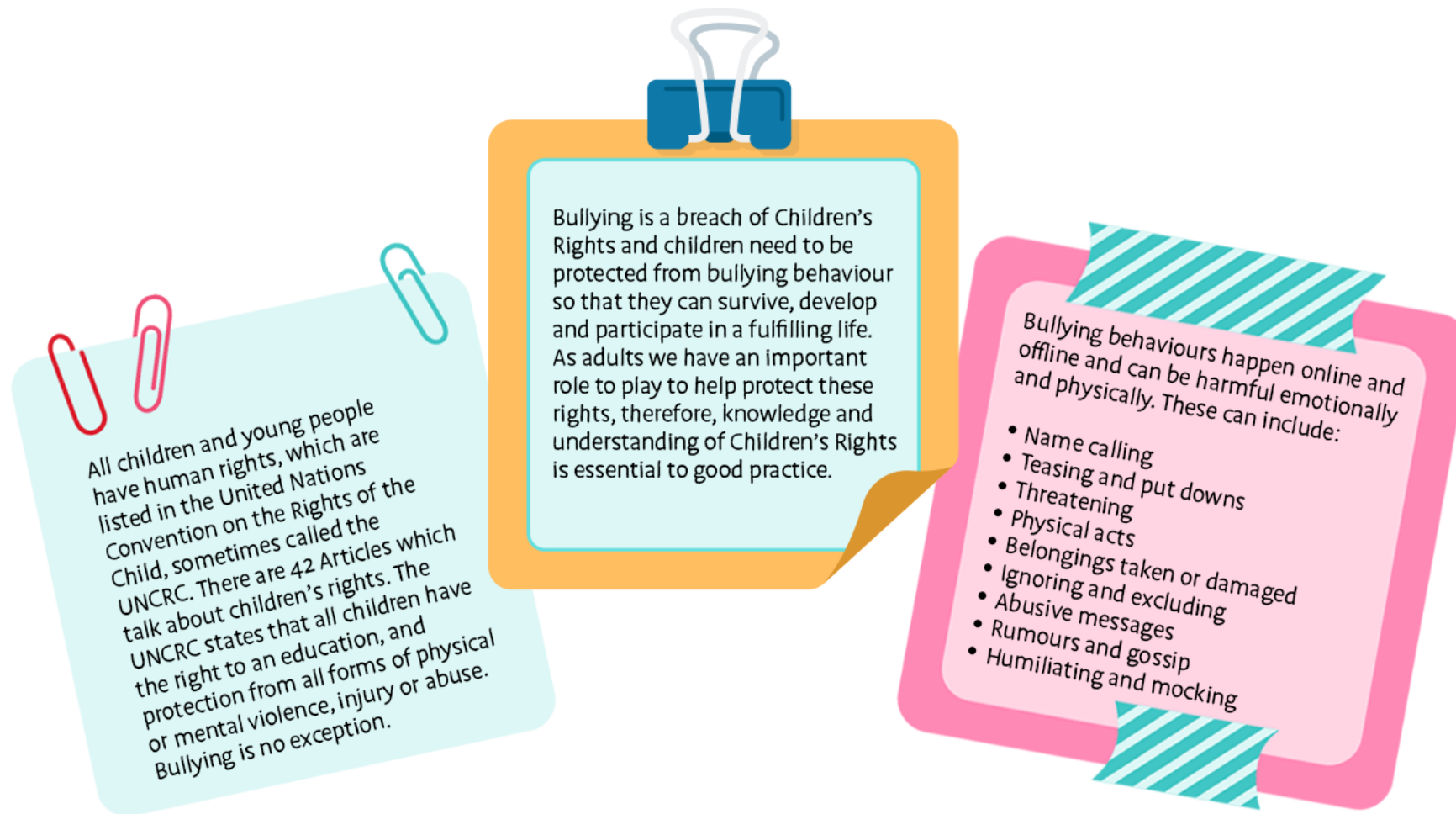
It is important to remember that bullying happens in the context of relationships and children and young people are developmentally at a stage where they are still learning relationship skills and how behaviour affects others. This is why helping them learn what behaviours cause harm to others is so important to their development and wellbeing.



- Every Child is affected by bullying in different ways.
- Levels of resilience to cope can also vary between children.
- Bullying itself doesn't build resilience - getting good support early on does help to build resilience.
- Not all children will report or recognise bullying but we still need to address it in order to protect children.

Anti-Bullying Guidance for Schools

Key Messages for Young People and Parents/Carers



Signs that someone may be being bullied:

- Feeling hurt, threatened, frightened, unsafe
- Not wanting to tell anyone for fear of not being believed or that doing so will make the bullying worse
- Changing behaviour to "fit in"
- Stigma & discrimination due to unhelpful attitudes about bullying
- School attendance and attainment
- Isolation from other peers and withdrawing from activities and places that they previously enjoyed
- Mental health and wellbeing concerns (stress, anxiety, depression, eating disorders, self-harm, alcohol and drug abuse, low self-worth)
- Bullying behaviour and/or violence towards others
- Suicidal thoughts and suicide.