



CUMBERNAULD ACADEMY ANTI BULLYING AND RESPECT POLICY

Every child and young person in Cumbernauld Academy should grow up free from bullying. We are committed to helping our young people become confident individuals and responsible citizens. It is our aspiration that all those who play a role in the lives of children and young people are enabled to prevent and respond effectively to incidents of bullying behaviour.

We believe that all children, young people, staff and parents/carers have the right to be protected from abusive and bullying behaviours.

If any child or young person is a victim of bullying behaviour, he/she should have the confidence to report it and know that the incident will be dealt with promptly and effectively. This means that anyone who is aware of an incident of bullying behaviour or is a victim of bullying behaviour should report it to a member of staff.

This strategy should function on two levels:

- Firstly, it should be preventative-designed to reduce bullying behaviour generally
- Secondly, it should be curative-designed to stop specific cases of bullying behaviour, both in the immediate and longer term; to care for and support all the people involved in bullying behaviour.

A number of national initiatives and policy documents are in place to support, protect and encourage children and young people to lead happy and successful lives.

These policies have a direct influence on the creation of anti-bullying policies and procedures:

- Getting it Right for Every Child
- The Equality Act2010
- A National Approach to Anti-Bullying for Scotland's Children and Young People 2010
- United Nations Convention on the rights of the child (UNCRC)
- Education (Additional Support for Learning) (Scotland) Act 2004
- Curriculum for Excellence

AIMS AND OBJECTIVES

Aims:

- to prevent bullying of children and young people;
- to support children, young people and their parents and carers who are affected by bullying;
- to provide a secure, safe and positive environment where children and young people feel able to discuss their problems;
- to build the capacity, resilience and skills in children and young people, parents and carers, to prevent, and deal with, bullying;
- to ensure provision of information, training and support to those working with children and young people;

Objectives:

- Children, young people, staff and parents/carers are assured that they will be supported when incidents are reported
- Children and young people, staff and parents/carers have an understanding of what bullying behaviour is, and what it is not
- All children, young people and parents know what the policy is on bullying behaviour, and what to do when it occurs
- All staff know what the policy is on bullying behaviour, and follow it when all bullying is reported

OUTCOMES FOR CHILDREN AND YOUNG PEOPLE

Children and young people will be encouraged to develop strategies in relation to self- esteem and confidence building, usually through Skills for Life.

Positive behaviour change by the person displaying bullying behaviour. The child/young person will be encouraged to participate in any support programme available. Where possible, the parties involved will be reconciled

After the incident / incidents have been investigated and dealt with, each case will be monitored by an appropriate member of staff to ensure that the bullying behaviour does not continue.

WHAT IS BULLYING BEHAVIOUR?

Bullying behaviour is the use of aggression with or without the intention of hurting another person. Bullying behaviour results in pain and distress to the person at the receiving end. It is behaviour that leaves people feeling helpless, frightened, anxious, depressed, demeaned. Actions can affect people in different ways and this should be taken into consideration.

Bullying behaviour can be:

- **Social:** when not being spoken to or being left out of activities.
- **Physical:** Pushing, kicking, hitting, punching or any use of violence
- **Verbal:** Name-calling, sarcasm, spreading rumours, teasing, personal comments
- **Cyber Bullying:** All areas of internet, such as email and internet chat room misuse; mobile threats by text messaging and calls; misuse of associated technology, i.e. camera & video facilities
- **Prejudice-based** Against Asylum seekers/refugees; because of Body Image; Disabilist; Homophobic; Looked After Children; Racial; Religion and belief; Sectarianism; Gender; Young Carers.

The underlined highlights an example of bullying, which is particularly challenging to address:

Cyberbullying is the term used to define bullying behaviour that takes place via mobile phone or over the internet through emails, instant messaging and social networking websites. Texts, messages or images are sent or posted on sites, which hurt, intimidate or embarrass another person.

Cyberbullying is not carried out face to face and people often don't know the identity of the person targeting them.

Cyberbullying is no different from any other forms of bullying; the behaviour is the same and the impact is no less devastating.

Advances in technology are simply providing an alternative means of reaching people -where malicious messages were once written on school books or toilet walls, they can now be sent via mobile or on the internet.

Mobile technology and the advances it brings is not a bad thing. In the majority of cases, children, young people and adults do use this technology responsibly. Disconnecting mobile phones or the internet won't make bullying behaviour stop. All adults, parents and carers, need to take an active interest in the way technology is being used by children and young people and connect with them at home and at School.

We are committed at Cumbernauld Academy to:

- Creating a safer online environment
- Giving our young people the skills, knowledge and understanding to help them stay safe online
- Inspiring safe and responsible behaviour

WHY IS IT IMPORTANT TO RESPOND TO BULLYING BEHAVIOUR?

Bullying behaviour hurts and it's never acceptable. No one deserves to be at the receiving end of bullying behaviour. Everybody has the right to be treated with respect and to live free from bullying behaviour and harassment. Responsibilities are just as important as rights.

Adults have a responsibility to protect and safeguard young people from bullying behaviour. In a similar vein young people also have responsibilities.

If children have a right to be educated, then they have the obligation to learn as much as their capabilities allow and, where possible, share their knowledge and experience with others

If all children have the right to a full life, then they should also lend help to the needy, the disadvantaged, and the victims of discrimination to also enjoy this right

If it is every child's right to be protected from conflict, cruelty, and exploitation and neglect then children also have a responsibility not to inflict bullying behaviour on others or harm each other.

Unicef

IMPACT OF BULLYING BEHAVIOUR:

Being at the receiving end of bullying behaviour can have both long-term and short effects on an individual, on their physical, emotional or, mental health and well-being. This can be traumatic for the individual and therefore lead to a range of coping mechanisms and other reactive behaviours.

Spotting the signs

There are a number of signs that may indicate that a young person is experiencing bullying behaviour and adults should be aware of these:

- The young person may become withdrawn
- They may have scratches or bruises that can't really be explained
- They don't want to go to school or are having bother with schoolwork
- They don't want to socialise with friends
- Changes are made to their route to school or they insist in being dropped off.
- They complain of headaches, stomach aches and other pains.
- They are easily upset.

The list is by no means exhaustive and displaying some of these symptoms may not necessarily mean they are experiencing bullying behaviour, it is probably better to trust your instincts.

HOW WILL WE PREVENT BULLYING AND TAKE ACTION WHEN IT OCCURS?

At Cumbernauld Academy we promote a culture which encourages respect, values opinions, celebrates differences and promotes positive relationships –we hope this creates an atmosphere where bullying behaviour does not flourish.

Our ongoing and long term strategy is to reduce bullying behaviour and to ensure that individual incidences of bullying behaviour will be dealt with consistently and in a constructive and fair manner if and when it occurs.

PREVENTION

Prevention is clearly our strategy of choice as Bullying behaviour is often done in secret and it is more difficult to deal with after it has occurred.

We at Cumbernauld Academy will address this using a variety of techniques challenging the idea that bullying behaviour is acceptable as part of growing up developing strong positive behaviour messages across various areas of the curriculum raising awareness of bullying behaviour by the use of:

- posters, anti –bullying day etc
- establishing and displaying group/class rules
- making up role- plays
- having discussions about bullying/positive behaviour and why it matters
- working with young people in National Anti-Bullying Week
- increased supervision by staff in areas where bullying behaviour is identified: hotspots identified by the young people
- having in place and publicising the reporting procedures for children, young people, staff and parents
- creating opportunities for confidential/anonymous communications by young people attacking the notion that there can be innocent, neutral bystanders in this issue

PROCEDURES

- 1.** When an incidence of bullying behaviour is reported it will be taken seriously and acted upon promptly.
- 2.** An incidence of bullying behaviour must be reported to an adult within the School.
- 3.** This information must then be passed promptly to a member of the SMT or the Pupil Support department in the school. This person will then investigate the incident appropriately using their professional judgement in handling the matter.
- 4.** All reported incidents will be investigated promptly and logged appropriately by the lead investigator in the Click and Go system.
- 5.** In serious cases parents/carers will be informed and they may be asked to come in to a meeting to discuss the problem.
- 6.** If necessary and appropriate, police will be contacted.
- 7.** In the most serious cases exclusion may be considered.
- 8.** Appropriate strategies/resources will be used in an attempt to change the behaviour of the person displaying bullying behaviour.
- 9.** The person at the receiving end of bullying behaviour will be given support through appropriate use of strategies/resources
- 10.** Parents/carers will be given advice/support to encourage the positive behaviour of their children – meetings, information leaflets, advice

STRATEGIES

A variety of strategies/activities that can be accessed as appropriate:

- Buddy System
- Anger Management groups
- Mentoring by staff/senior pupils
- Restorative Meetings
- Health and Well Being Education programmes
- Assemblies
- Encouragement to attend extra-curricular activities
- Referral to Pupil Support Group
- Accessing external agencies—Educational Psychologist, School Nurses etc
- In school Counselling
- Individual Support from the Chaplaincy Team /Partnership Officer

CONCLUSION

Bullying is never acceptable. It is not a normal part of growing up.
It does not build character. Trust, acceptance, consistency and safety build character.

Staff, young people and parents/carers will:

- Demonstrate positive behaviour
- Role model effectively
- Listen and respond appropriately