



Garnock Academy



Working Together to Eliminate Bullying

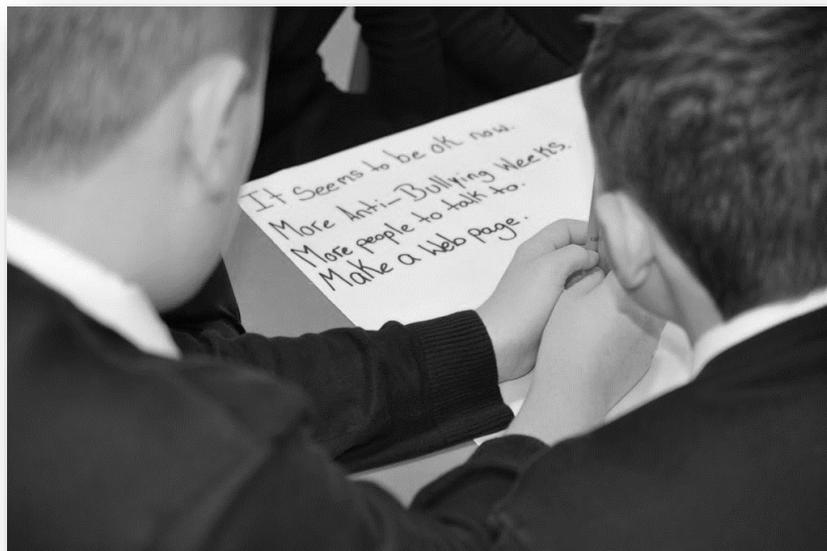
1.1 At Garnock Academy, it is a priority to ensure that all pupils have the opportunity to learn, grow and develop in a safe and secure environment.

1.2 The aim of the anti-bullying policy is to encourage and expect a consistent, zero tolerance approach to bullying from staff, pupils and parents. Everyone has a part to play in achieving this vision. This anti-bullying policy has been created and produced based on views gathered from pupils and parents. In working together, we can create an environment where every child is able to achieve his/ her full potential, without feeling anxious about the behaviour or actions of others. It is imperative that bullying is recognised and dealt with effectively to meet this aim.

1.3 Treating one another with respect and tolerance is an integral aspect of the curriculum across all subjects. Throughout all departments, pupils and staff work together to create an ethos of mutual understanding and respect. Pupils are given further opportunities to develop their understanding and skills in forming positive relationships through PSE and Health and Wellbeing classes (S1 & S2). In these settings, they will also develop strategies to deal with challenging situations in order to build resilience. It is important that pupils feel safe and confident in reporting bullying to staff, and through the consistent promotion of positive relationships we can achieve this.

1.4 Bullying can have a hugely negative effect on how a young person feels about themselves and also on how they feel about school. In developing the four capacities successfully in our young people, it is vital that bullying is managed and eradicated from our school. We acknowledge that bullying can have a significant impact on the wellbeing of a young person. Through the GIRFEC approach and use of the Wellbeing Indicators we will support our pupils to breakdown any barriers to their progress and development.

1.5 When bullying is reported, staff will deal with the matter discretely and sensitively. Pupils will be supported in a caring environment to share information, whether they have experiences bullying or witnessed bullying.



How do we define bullying?

Bullying is the abuse of power by an individual or group that causes distress to another individual or group, whether adult or child. It may happen frequently or occasionally and can take many different forms.

Examples of behaviours which would be deemed “bullying”:

- Repeatedly calling someone names
- Repeatedly trying to lower someone else’s self esteem
- Hitting, kicking or pushing someone with the intent to hurt and intimidate them
- Repeatedly making physical threats against someone
- Repeatedly isolating or excluding someone
- Sending offensive messages to someone using social media/ texting
- Sending offensive messages about someone using social media/texts/ group chats



S2 Pupils discussing bullying at a recent Anti Bullying event

Different Types of Bullying:

Emotional	Mental: when pressure to conform is applied Material: when possessions are stolen, damaged or hidden or extortion takes place Social: not being spoken to or left out
Physical	Pushing, kicking, hitting, punching or any use of violence
Verbal	Name calling, sarcasm, spreading rumours, teasing, personal comments
Cyber	All areas of the internet, such as email, social networking sites, mobile phones, misuse of associated technology e.g. cameras & recording facilities
Prejudice-based	Asylum seekers and refugees Body image Disability Homophobic Looked after children Racial Religion and Belief Sectarianism Sexism and gender Socio-economic Young Carers

The Impact of Bullying:

Bullying behaviour is damaging for both victim and perpetrators and can be linked with secrecy and threat. It can lead to feelings of fear, misery, isolation, loneliness, powerlessness and hopelessness.

Someone who is being bullied might feel:

Isolated and lonely

Anxious about being around people

Reluctant to come to school

Reluctant to join in and try new activities

Lacking in confidence and suffer low self esteem

Anxious about telling people in case the bullying gets worse



Pupils discussing what they would do if they experienced/ witnessed bullying

Expectations of Stakeholders:

Staff

- Treat each other, parents and pupils with respect.
- Act as positive role models and foster a culture of trust and openness.
- Emphasise to pupils the importance of sharing with staff any concerns about bullying behaviour.
- Listen to all complaints and take them seriously.
- Refer all incidents to the relevant PT Pastoral Support or Year Head.
- Refrain from using labels – do not refer to a pupil as a ‘bully’ or a ‘victim’.

Parents

- Treat school staff with respect.
- Be supportive of the school’s efforts to eradicate bullying.
- Trust the school and accept that the school has taken appropriate action to help and support your child.
- Maintain good lines of communication at all times, and this includes letting us know if you have any issues.

Pupils

- Treat all staff and all other pupils with respect.
- Report any incidents of bullying you see to someone you trust (e.g. a member of staff, a peer mentor, a prefect, a parent or a close friend who will help you approach a member of staff).
- Trust that bullying behaviour will always be dealt with.



Students completing a raising self-esteem activity at an Anti-Bullying event

How Will We Repond to Reports of Bullying?

At Garnock Academy, when faced with an incident or accusation of bullying behaviour, we will always treat each incident seriously and on an individual basis. All incidences of bullying behaviour must be reported to PT Pastoral Support or Year Heads, though this report may come via other adults, peers or parents. Pupils should report bullying behaviour, in person, to someone they can trust. Parents can report bullying behaviour via telephone, email or in person.

After listening to the pupil, the following actions may take place:

1 Investigation of the incident promptly and appropriately by PT Pastoral Support and/or Year Head using their professional judgement in the handling of the matter. The matter will be discussed with other Pastoral Support staff, where their pupils are involved.

2 All reported incidents will be investigated.

3 Where appropriate parents/carers will be contacted to inform them of the incident and they may be asked to attend a meeting in school to discuss the matter in more detail.

4 If necessary, the campus officer will be notified.

5 Appropriate strategies and resources will be used in an attempt to change the behaviour of the person displaying the bullying behaviour. This may include counselling, anger management strategies, restorative approaches, circle time, mentoring, education, or punishments, such as exercises or detentions.

6 The person at the receiving end of the bullying behaviour will be given support through appropriate use of strategies and resources and will have their Pastoral Support teacher 'check in' after a period of time to ensure that the bullying behaviour has ceased.

7 Parents/carers will be given advice/support where appropriate.

8 Consideration will be given to a referral to the school's Joint Support Team if appropriate for the bully and/or victim.

9 Where deemed appropriate the Promoting Positive Relationships procedures will be followed.

All incidents of bullying behaviour are logged. The school's anti-bullying policy will be reviewed on an annual basis to ensure monitoring and reporting of progress.

Useful Contacts and Resources:

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Respectme - Scotland's anti-bullying resource - web site dedicated to bullying in Scotland with an emphasis on policy and strategy in schools.

www.respectme.org.uk

0844 800 8600

Kidscape

www.kidscape.org.uk

02077303300

Bullying advice and information with lots of links and on-line surveys

www.bullying.co.uk

Parentline Plus – advice and links for parents

www.parentlineplus.org.uk

08088002222

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting

www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International.

www.childnet-int.org/kia/parents

Bully Proof – a trendy up to date range of resources and video clips produce by radio 1 to <http://www.bbc.co.uk/radio1/bullyproof/>

Cyberbullying.org - one of the first websites set up, for young people, providing advice around preventing and taking action against cyberbullying.

www.cyberbullying.org

LGBT Youth Scotland - Challenging homophobia – safe, anonymous, information, advice, support and chat

Tel: 0778 148 17 88

www.lgbtyouth.org.uk

Beatbullying - Good website for teenagers, with support from celebrities

www.beatbullying.org

