

**Every child is included and supported: Getting it right in St Mungo’s Academy, the Nurturing School**

**Anti-Bullying Guidelines**

2023-24

## Rationale

Glasgow City Council is committed to providing a safe, supportive environment for all people in its educational establishments and this is outlined within the context of the overarching policy on inclusion; Every Child is Included and Supported. Here at St Mungo’s Academy our core values are Faith, Hope and Love. We understand that bullying behaviour is never acceptable within St Mungo’s Academy. All children, young people and adults have an entitlement to work in a learning environment in which they feel valued, respected, safe and are free from all forms of abuse, bullying or discrimination.

The Equality Act 2010 act sets out rights which include legal protection from discrimination related to any of the nine protected characteristics:

* Age
* Disability
* Race
* Sex (Gender)
* Pregnancy/Maternity
* Religion/Belief
* Sexual Orientation
* Marriage/Civil Partnership
* Gender Reassignment

St Mungo’s Academy is committed to challenging prejudice-based bullying. This is bullying behaviour that may be a result of prejudice related to perceived or actual differences between people. This policy reflects the principles of Getting it Right for Every Child, where each child or young person should be safe, healthy, achieving, nurtured, active, respected, responsible and included. Health and Wellbeing is a central aspect of the curriculum and is the responsibility of all staff. This should form the foundation of classroom practice from first planning for the needs of young people. All teachers should examine records for all young people they teach to ensure that they create a safe and nurturing learning environment in the classroom. This policy also considers the requirement for all children to be protected from discrimination as outlined in the United Nations Convention on the Rights of the Child (article 2).

Additionally, all staff have a duty of care for our young people at all times in St Mungo’s Academy and ensure their safety at all times. This includes monitoring interactions between pupils and colleagues, and modelling positive behaviour.

This policy has been created in participation with staff, parents/carers and young people,

## What do we mean by bullying?

***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)***

**All staff in St Mungo’s Academy** **should work to create a positive and supportive ethos**. Bullying is not a normal part of growing up. Adults do not expect to be verbally

or physically abused by colleagues or friends, and children and young people have the same right to be free from bullying and to feel safe in their environments.

There are many different definitions and theories about what constitutes bullying, but it is not helpful to define bullying purely in terms of behaviour. Bullying is behaviour **and** impact – never one on its own. This can include:

* emotional and mental abuse, e.g. 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, e.g. by text or on social media platforms such as Snapchat;
* behaviour which makes people feel like they are not in control of themselves or feel they are being controlled by others;
* being targeted because of who you are or who you are perceived to be.

Bullying behaviour can take place in many interactions between young people, between adults, from adults towards young people and from young people towards adults.

***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. (respectme 2013)***

## What St Mungo’s Academy is doing to tackle bullying?

St Mungo’s Academy is committed to creating and maintaining a positive ethos within the school and its community. Our approaches to establishing this ethos include:

* Vision, Values and Aims statements which place an emphasis on mutual respect and which are agreed and discussed with all staff, learners and parents/carers;
* through the Rights Respecting Schools accreditation we are embedding respect for all in our curriculum and daily activities;
* restorative practices and solution-focused approaches to resolving disputes;
* regular and ongoing communication with parents/carers;
* involving all our young people in the nationwide anti-bullying week activities;
* continuing to develop our Mentors in Violence Prevention programme;
* visual reminders on posters, the school website and school display screens;
* tackling the issues of bullying and relationships through our PSE courses;
* presentations at school assemblies;
* All staff committed to role-modelling positive relationships and positive behaviour;
* All staff provided ongoing support/CLPL to tackle bullying behaviour.

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## What to do if you suspect bullying is taking place?

Where a member of staff, young person or parent/carer is concerned bullying may be taking place, or a young person says they are being bullied, they must ask the following three questions:

1. **What was the behaviour?**
2. **What impact did it have?**
3. **What do I need to do about it? *(respectme 2014)***

In line with Glasgow City Council policy, all incidents or allegations of bullying must be recorded on Click + Go. This allows education services and the school to interrogate data and comply with the requirements of the Equality Act 2010.