

Hyndland Secondary School

Anti-Bullying Policy



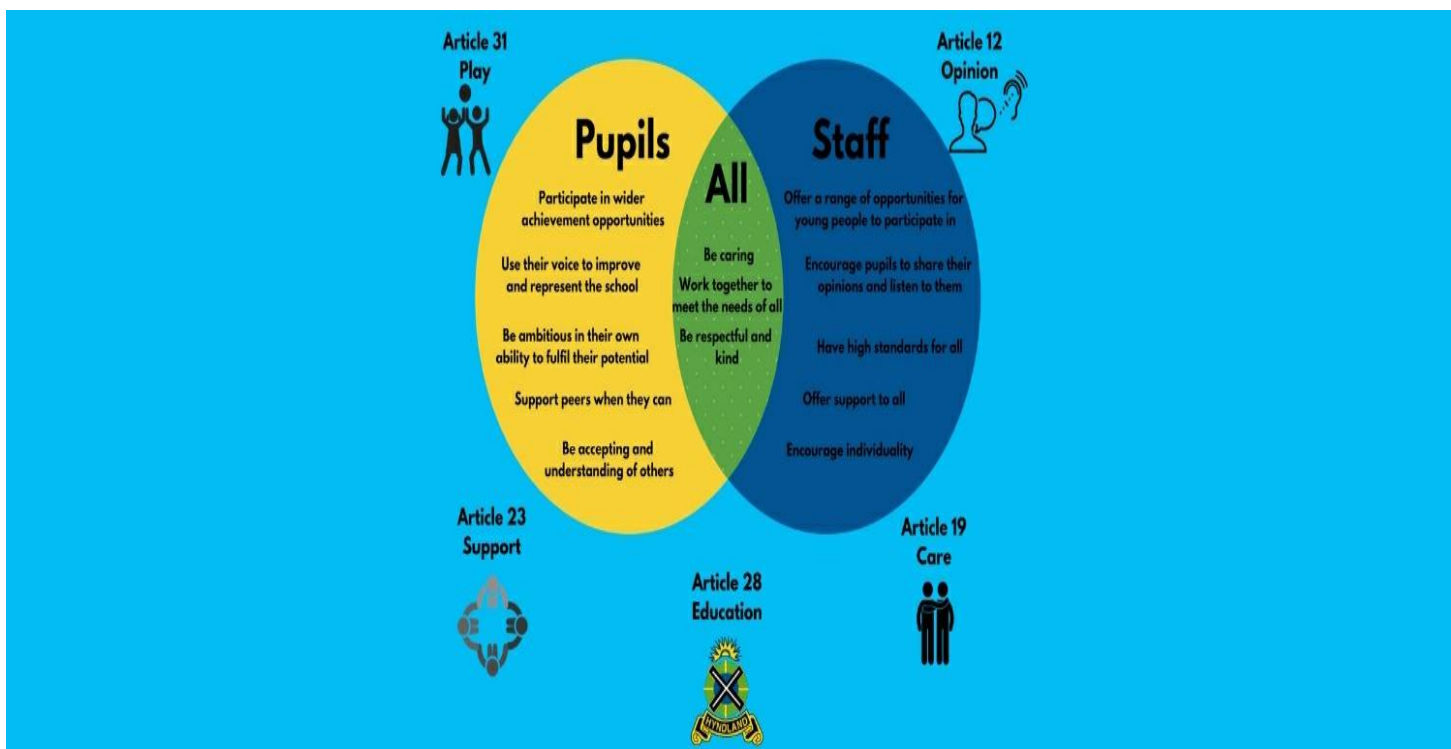
“Every child and young person in Scotland will grow up free from bullying and will develop respectful, responsible and confident relationships with other children, young people and adults. Children and young people, and their parents or carers, will have the skills and resilience to prevent or respond to bullying. All children will expect help and know who can help them; while those adults working with them will follow a consistent and effective approach in dealing with and preventing bullying from early years onwards”

Scottish Government – Respect for All – A National approach to anti-bullying for Scotland’s Children and Young People

All young people in Hyndland Secondary School have an entitlement to work (and play) in a learning environment in which they feel valued, respected and safe and free from all forms of abuse, bullying or discrimination (A Standard for Pastoral Care in Glasgow Schools). The vision and values of Hyndland Secondary aim to make our school a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect. Our approach to anti-bullying and respect for all is guided by ‘Respect for All: The National Approach to Anti-Bullying for Scotland’s Children and Young People’.

In order to thrive and achieve their full potential, our young people need learning environments which are safe, nurturing, respectful and free from fear, abuse and discrimination. Our Rights Charter which was created during our school journey to the Silver Award for Rights Respecting Schools states that all of our school community should be caring, should work together to meet the needs of all and should be respectful and kind. This Rights Charter is prominently displayed within our school as a reminder of our commitment to these values. As a Rights Respecting School, we are fully committed to ensuring that all young people at Hyndland Secondary School are fully entitled to article 28 of the UNCRC which highlights that schools should make sure children or young people aren’t bullied by their teachers or classmates. Any form of bullying or discriminatory behaviour is a breach of the UN Convention on the Rights of the Child.

This policy will outline the responsibility which all members of our school community share in preventing bullying at Hyndland Secondary School.



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 humiliated. This behaviour happens face to face and online. (Respect for All, 2018)

This behaviour 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.

This behaviour can include;

Verbal – as in name calling, teasing, or make abusive comments

Emotional – being ignored, left out or having rumours spread about you (face-to-face and/or online)

Physical - being hit, tripped, pushed or kicked

Cyber - sending abusive messages, pictures or images on social media, online gaming platforms or phone

Racist – racial taunts, name calling or gestures being made on the basis of race

Prejudice based bullying – this may be a result of prejudice that relates to perceived or actual differences



Prejudice-based bullying

Bullying behaviour may be a result of prejudice that relates to perceived or actual differences. This can lead to behaviour and language that could manifest into racism, sexism, homophobia, biphobia or transphobia (targeting people who identify as lesbian, gay, bisexual, transgender or perceived to be), or prejudice and discrimination towards disability or faith.

Prejudice-based bullying is when bullying behaviour is motivated by prejudice based on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance. For example, prejudice arising from socio-economic background or a child or young person's appearance.

The Equality Act of 2010 supports progress on equality and fairness, particularly in relation to nine protected characteristics which are; age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, gender reassignment or sexual orientation.

This legislation places a duty on all public bodies including schools to have due regard to the need to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and, to foster good relations between people who share a relevant protected characteristic and those who do not. In practical terms this means that schools and other public authorities have an obligation to ensure that bullying by pupils that is related to a protected characteristic is treated with the same level of seriousness as any other form of bullying and that anti-bullying and other relevant policies are assessed against the public sector equality duty.

Cyber based bullying

Technology brings many benefits but can also create problems when used inappropriately. Sadly, people cause harm and are harmed through the misuse of text messages, emails, social media sites eg. Facebook, Snapchat, Instagram etc. Today's young people cannot escape bullying as technology means that it can follow them home – where malicious messages were once written on school books or toilet walls, they can now be sent via mobile phone or internet at any time of the day or night. At Hyndland Secondary our young people are informed of the risks of using technology and are advised on how to keep themselves safe through PSE lessons. There are serious legal consequences for those involved in cyber-bullying and students are also informed of these. This is carried out in partnership with our School Campus Police Officer and the community problem solving team based in Partick.

You should not assume that your child is using technology safely and should monitor how your child is using this. We encourage you to discuss with your child where they go online and who they are spending time with, just as you would if they were going on a night out.

Identifying bullying behaviour

Role of Pupils and Parents/carers

Young people, parents/carers and staff should not hesitate to contact Pastoral Care staff at the school if they are concerned about bullying. Hyndland Secondary School takes bullying seriously and young people, parents/carers and staff must understand that reporting bullying is essential. All are assured that Hyndland Secondary School will give support whenever bullying is reported. This message will be regularly reinforced during PSE lessons as well as assemblies.



If you are being bullied or are concerned about someone else being bullied, you should not hesitate to let someone know as soon as possible. Do not hope that it will go away or that someone else will notice what is going on. If we know about bullying behaviour, we can do something about it. Please be assured that appropriate action will be taken to protect you from the people causing you harm and anything you say will be treated in confidence.

People you can talk to:

- Your Pastoral Care Teacher
- Your parent / carer (who should contact your Pastoral Care Teacher)
- Another member of staff (Teaching or non-teaching)
- A friend
- Your Personal Support Tutor
- LGBT School Champions – Mr Byrne or Mrs Brown
- Your House Depute Head Teacher or any other member of the Senior Leadership Team
- A member of staff from an external agency (school counsellor, LGBT Scotland, Social Work etc)

All pupils have a duty of care towards their peers to ensure that all members of our school community are treated with dignity and respect at all times. Bullying behaviour hurts and it is never acceptable. No one deserves the right to be at the receiving end of bullying behaviour. Everybody at Hyndland Secondary School has the right to be treated with respect and to live free from bullying behaviour and harassment. Bullying should never be ignored and we must all work together to report any kind of such behaviour immediately.

Role of Staff

It is important to create a climate of mutual respect in school. Staff should lead by example and model the type of behaviour we wish our young people to display in all dealings with both young people and colleagues. Respect for others should be encouraged in all situations.

All staff should encourage young people to tell someone if they have any concerns about bullying. Staff should reassure young people that telling will not make situations worse and that all disclosures will be dealt with sensitively and in confidence. We should also remind young people that all forms of bullying are harmful and unacceptable.

All staff should be aware of the potential for bullying behaviour to occur in the classroom. Keep aware and act accordingly, challenging any type of bullying behaviour. In addition, staff should be vigilant with regards to bullying behaviour in corridors and social areas.

Bullying behaviours should be challenged by staff and incidents such as the use of abusive language and terms should be resolved immediately. These may only require an apology with an assurance that the behaviour will not be repeated. If a pattern develops or in the cases of more serious incidents, these must be referred to the Pastoral Care Team and/or the appropriate member of the Senior Leadership Team and will be recorded accordingly.

All staff (Teaching and Non-Teaching) should:

- Encourage the young person to tell you about the behaviour that has upset them
- Listen carefully and reassure the young person that you are taking what they are saying seriously
- Calm the young person if required
- Take notes of the main details
- Tell the young person that you will inform their Pastoral Care teacher as quickly as possible, reassure them that appropriate action will be taken
- Inform SLT immediately if a young person has been physically assaulted, has experienced racial or homophobic/biphobic abuse or is in severe distress

Pastoral Care staff will:

- Offer a confidential interview and listen to young people who allege bullying
- Ask young people to provide a statement of the facts
- Counsel and reassure the young person who has been harmed
- Investigate incidents – speak to any witnesses and the alleged harmer(s)
- Counsel and support the alleged harmer(s)
- Complete the anti-bullying incident reporting and recording form
- Arrange appropriate sanctions for those displaying bullying behaviours when these have been confirmed
- Contact parents of young people both harmed and causing harm, according to degree of anxiety caused or where matters are proving difficult to resolve
- Inform and liaise with SLT regarding serious and/or persistent cases of bullying
- Pass the completed incident reporting and recording form to House DHT. House DHT will then record on Seemis Bullying Matrix.
- Provide feedback to staff who have referred any incident
- Liaise with external partners where necessary

Role of Parents

We know bullying is something which concerns parents/carers and it is important that we work together with you in order to deal with any issues which may arise. Unfortunately, bullying behaviour occurs in all schools. This type of behaviour makes young people feel frightened, threatened, left out and hurt and it is up to our whole school community to give a clear message that bullying behaviour will not be tolerated. Staff at Hyndland Secondary School are aware of what bullying is and have been given guidance on how to deal with this type of behaviour. Pastoral staff are experienced and will support those who are being subjected to, and those displaying, bullying behaviour. Incidents can usually be dealt with quickly if the school is informed at an early stage so action can be taken

It is important for children and young people to discuss how they feel and help them develop resilience to manage their relationships. We know that children and young people will fall out and disagree with each other as they form and build relationships. This is a normal part of growing up and most children and young people have the ability to bounce back from this type of behaviour. At Hyndland Secondary School we will foster positive relationships and help to develop resilience amongst our young people.

How can you tell if your child is being harmed by bullying behaviour?

Ideally, young people will tell their parents/carers if something is wrong. However, adolescents often find it difficult to communicate with their parents about school and all too often, school is “fine” with “nothing” happening. Unfortunately, some young people are reluctant to talk about bullying issues for fear of the situation being made worse because they have “grassed”. This is an attitude the school is working hard to eradicate.

If you are not told about bullying incidents, you may be alerted by your child displaying one or more of the following behaviours

- They do not want to go to school
- A noticeable change in academic attainment
- Consistently ‘losing’ possessions
- Regularly coming home hungry, claiming they didn’t eat at lunchtime because they weren’t hungry
- Asking for money for no reason, ‘losing’ money or taking money from home
- Being more prone to being emotional at home
- Having difficulty sleeping
- Low mood or mood swings

The important thing to remember is that it is a change in behaviour which is causing concern. Of course, bullying may not necessarily be the cause of this but it is a good idea to discuss this with your child’s Pastoral teacher so this can be looked into.

Parents as Partners



What should you do if your child is being harmed by bullying behaviour?

There are several ways of dealing with bullying behaviour and if you report concerns to your child's Pastoral teacher, they will discuss possible strategies with both you and your child before any action is taken. Your child will be anxious so it is very important to reassure them that the matter will be dealt with. Pastoral staff are experienced and will deal with any incident sensitively.

- Take whatever your child tells you seriously – what may seem trivial to an adult can be extremely important to a young person
- Reassure your child that they have done nothing wrong, it is the bullying behaviour which is wrong
- Keep calm and do not over-react. If you react emotionally, your child may become more upset. Your reaction is vitally important and can either ensure they keep talking or stop talking to you
- Never threaten violence yourself or encourage your child to hit back or call the people displaying bullying behaviour names back
- Encourage your child to talk to their Pastoral teacher or any other member of staff in the school.
- Contact your child's Pastoral teacher at an early stage
- Do not seek retribution, those who display bullying behaviours need support to change their behaviour
- Do not label a child a 'bully', rather, talk about the behaviour behind the bullying

Parents/carers can expect the school to keep them informed and updated regarding action being taken by the school staff to resolve the concern / incident. The school will give advice and counselling to both parties and, where appropriate, sanctions may be applied (in consultation with the Senior Leadership Team). Staff at the school will continue to support your child discreetly to ensure that the issue is not continuing. If appropriate, staff may use restorative practices to resolve the matter. This would involve both parties being invited to take part in a restorative meeting.

Bullying behaviour may stop immediately or it may not. If it doesn't, please encourage your child to talk to their Pastoral teacher again and/or contact them yourself directly. We ask that parents and carers be realistic as it may take time to resolve some bullying issues, however we will keep in close contact with parents/cares during this time.

Some useful websites for parents / carers:

<http://www.respectme.org.uk>

<http://www.kidscape.org.uk/index.shtml>

<http://childline.org.uk/explore/bullying/pages/bullying.aspx>

<http://www.antibullying.net>

<http://www.scotland.gov.uk/Resource/Doc/330753/0107302>

<http://www.lgbtyouth.org.uk>

<http://www.lbp.police.uk/disability-hatecrime/index.asp>

<http://yp.direct.gov.uk/cyberbullying>

<http://www.kidscape.org.uk/cyberbullying>

<http://www.childline.org.uk/explore/onlinesafety/pages/cyberbullying.aspx>

<http://www.thinkyouknow.co.uk>

<http://www.ceop.co.uk>

<http://www.chatdanger.com>

<http://www.childnet-int.org.uk>

