



St Mungo's Cluster Anti-Bullying Policy

Statement

St. Mungo's cluster is a place where all are welcomed, loved, forgiven and encouraged to live the good life of the gospel. We believe that all pupils, staff and parents/carers have the right to be protected from bullying and abusive behaviour and will not tolerate this kind of behaviour in our schools. We believe that all members of our school communities have the right to learn in an environment where they feel safe, respected and loved.

Aims and Purposes

This policy was developed and is reviewed and monitored through consultation with the whole school community and applies to all members of our community. This policy will be evaluated and reviewed in consultation with all members of our school community annually and at a cluster level every 2 years.

This policy aims to ensure that all those connected with the school are protected from bullying behaviour. This includes pupils, teachers, support staff, clerical staff, janitor, kitchen staff, families of our pupils and visitors to our school community. The ongoing and long-term aim of the policy is to reduce the number of pupils who experience bullying through increasing awareness of this behaviour, its causes and consequences among the pupils, staff, parents and carers who make up the school community, and to help pupils find and put into practice a series of solutions to the problem of bullying.

We aim to develop respectful, responsible and confident relationships as well as developing skills and resilience which will help to prevent and respond to bullying behaviour.

This policy also reflects the rights of the child as stated in the UN Convention of the Rights of the Child. In particular:

- Article 15 – Children have the right to meet together and to join groups and organisations, as long as it does not stop other people from enjoying their rights. In exercising their rights, children have the responsibility to respect the rights, freedoms and reputations of others.
- Article 19 – Children have the right to be protected from being hurt and mistreated, physically or mentally.
- Article 29 - Children's education should develop each child's personality, talents and abilities to the fullest. It should encourage children to respect others, human rights and their own and other cultures. It should also help them learn to live peacefully, protect the environment and respect other people.
- Article 31- Children have the right to relax and play, and to join in a wide range of cultural, artistic and other recreational activities.

Definition

The Scottish Government defines bullying behaviour as behaviour which leaves people feeling helpless, frightened, anxious, depressed or humiliated. Bullying behaviours may, but do not always, include:

- name calling, teasing, putting down or threatening
- ignoring, leaving out or spreading rumours
- hitting, tripping, kicking
- stealing and damaging belongings
- sending abusive text, email or instant messages
- making people feel like they are being bullied or fearful of being bullied
- targeting someone because of who they are or are perceived to be.

The impact an incident has had on a child or young person is more important than whether it is classified as bullying.

Strategies and Procedures

In any situation where bullying has occurred respecting the rights of **all** the children involved is paramount. We aim to establish a culture of mutual respect and responsibility. We will address the needs of those bullied and the bully within a framework of respect, responsibility, resolution and support. Information will be shared (as appropriate) and we will work in partnership with those involved and their families to ensure a co-ordinated and cohesive response is established.

- If you are experiencing bullying behaviour or witness bullying behaviour report it immediately.
- Bullying will be taken seriously.
- We will work with the young person who is being bullied to help them feel safe and find solutions to the bullying behaviour.
- We will work with the young person or people who are displaying bullying behaviour to change their behaviour.
- We will work with both parties to ensure that relationships can be reconciled through restorative conversations (when applicable).
- Staff will inform the parents/carers of any person who is being bullied to support and encourage that person in finding solutions to the bullying behaviour.
- Staff will inform the parents/carers of any young person who is displaying bullying behaviour to support and encourage that young person to stop bullying behaviour.



- The school will continuously raise awareness of bullying behaviour and how this can be prevented and responded to. This will be through developing awareness and understanding of respectful relationships with all members of the community and ensuring a consistency in approaches.
- Incidents of bullying behaviour will be recorded using the Falkirk Council management system.

If you are being bullied these are the steps you should take:

- Report the bullying behaviour to an adult. You will be taken seriously and treated with respect at all times.
- An appropriate plan and course of action will be discussed and implemented.
- Regular up-dates and check-ins will be carried out.
- Instances of bullying behaviour will be recorded on the Falkirk Council management system.

If you are displaying bullying behaviour:

- Your bullying behaviour **will be** challenged.
- You will be treated fairly and with respect.
- You will be encouraged to and supported in changing your behaviour.
- You will be supported in examining your behaviour and finding more positive ways to behave.
- If appropriate, you will be given the chance to have a restorative conversation with the person you have been bullying in order to reconcile the relationship.
- Your parents/carers will be contacted by one of the management team in order to identify ways in which we can move forward in a more positive manner.
- Instances of bullying behaviour will be recorded on the Falkirk Council management system.
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Practical Approaches

Throughout the school year children will be given opportunities to develop their understanding and awareness of bullying behaviour as well as developing resilience strategies in order to prevent and respond to bullying behaviour. This will be a particular focus during anti-bullying week. We will also aim to:

- Develop awareness of children's rights.
- Develop inclusive and positive ethos and a climate of respect. Bullying and discrimination is unacceptable.
- Develop a system for peer mediation, buddies and mentors.
- Provide personal support for those involved.
- Provide support to enable parents to support their children.
- Share information and helpful strategies the children can use to develop resilience and also prevent and respond to bullying behaviour in a positive manner. This may include strategies, websites, leaflets etc.

In St. Mungo's cluster we encourage all children to live according to gospel values and ensure these values permeate all that we do. Bullying behaviour will not be tolerated in St. Mungo's cluster and will be challenged to ensure that all children can learn and thrive in an environment in which they feel safe, loved and respected.