

# St. John Ogilvie High School



## Anti-Bullying Policy

2018



## Our Vision and Values



St. John Ogilvie High School is a faith and learning community, promoting social justice and equality of opportunity for all our young people.

We strive to create an environment where all members of our community are safe, happy, purposeful and productive. Our values can be found in our Charter of Rights, Respectful Attitudes and Responsible Actions, which help to guide all our day-to-day relationships at St. John Ogilvie. These are based around the principles of Commitment, Ambition, Resilience and Equality (CARE).

Our policy has been written in conjunction with South Lanarkshire Council's anti-bullying guidelines and 'Respect for All: The National Approach to Anti-bullying for Scotland's Children and Young People'. This anti-bullying policy should be read alongside our charter and in particular the sections on Resilience and Equality.

We have tried to put children's rights at the heart of this policy, paying particular attention to the following articles from the United Nations Convention for the Rights of the Child:

**Article 2:** The right to protection from discrimination

**Article 12:** The right to say what I think in all matters that affect me and have my views taken seriously

**Article 19:** The right to be protected from being hurt or badly treated




# Anti-Bullying Survey 2017

To ensure that all young people's views are heard, our learners have been involved in the development of this policy. In 2017 we reviewed attitudes to bullying behaviour in the school by way of a survey completed by 235 students.

When asked the question 'have you ever been bullied?' 56% of respondents answered 'yes'. This emphasised the need for a comprehensive policy and whole school approach to tackling bullying behaviour.

When asked about the impact which bullying has had on them, our young people said:



I stopped going to school and I stopped putting effort into my work

Uncontrollable emotions

Our Rights Leaders have used this information, and the views of our young people and other members of our community to form this policy and we have consulted with parents, children and staff throughout the process.



Made me feel alone

It made me feel very upset for a while and I didn't know what to do

*“Human dignity is the same for all human beings: when I trample on the dignity of another, I am trampling on my own”.*

Pope Francis

In St. John Ogilvie we are committed to promoting an ethos based on **respect for all** and **Gospel values** where bullying cannot thrive. We are of the view that ALL members of the school community, pupils, staff and parents, have a shared responsibility to ensure a climate exists where bullying in all its forms is considered unacceptable and is not to be tolerated.

On a daily basis our community strives to:

- offer an inclusive ethos honouring the life, dignity and voice of each person, made in the image of God;
- create a safe, healthy, stimulating and supportive environment based on Christian values;
- recognise, develop and celebrate each person’s unique God-given talents;
- promote social justice, equality and opportunity for all;
- develop an understanding of and respect for different beliefs and cultures and facilitate opportunities for inter-faith dialogue;
- prepare pupils for their present and future life and work, as responsible, confident and effective members of our society.

## Our stance on bullying behaviour

Like all schools, St. John Ogilvie High School is fully committed to the elimination of bullying behaviour. Bullying in any form can leave victims hurt, distressed and frightened preventing young people from feeling safe and happy, and impacting on their ability to achieve their potential.

Our school policy has been formulated to ensure the strategies we adopt are effective in dealing with all kinds of relationship difficulties that pupils may experience, including bullying. In St. John Ogilvie we try to deal with cases as quickly as possible and always in a sensitive way.

The topic of bullying is frequently highlighted through our weekly year group assemblies, in Personal and Social Education as well as in other areas of the curriculum. Our school policy on bullying is also given high priority on the walls around the school, sending a clear and unambiguous message of our rejection of all forms of bullying

## So what is bullying?

Our definition of bullying is taken from *Respect for All*, 2017

*“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.*

*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:*

- *Being called names, teased, put down or threatened face-to-face or online*
- *Being hit, tripped, pushed or kicked*
- *Having belongings taken or damaged*
- *Being ignored, left out or having rumours spread about you (face-to-face and/or online)*
- *Sending abusive messages, pictures or images on social media, online gaming platforms or phones*
- *Behaviour which makes people feel like they are not in control of themselves or their lives (face-to-face and/or online)*
- *Being targeted because of who you are or who you are perceived to be (face to face and/or online).”*



## Protected characteristics

At St. John Ogilvie High School, we challenge all types of prejudice-based bullying and language, particularly ones targeted toward the protected characteristics identified in the Equality Act 2010, which are:

- Disability
- Gender reassignment
- Pregnancy
- Race
- Religion or belief
- Sex
- Sexual orientation.

There are other forms of prejudice which are also unacceptable, for example prejudice toward body image, poverty, young carers, and looked after children.

## What about online bullying?

Online bullying, which can happen over websites and applications such as Snapchat, Facebook, Instagram and online gaming platforms, should be treated in the same way as face to face bullying as part of our whole school anti-bullying approach.

Very often, online bullying is the vehicle for sexual harassment and assault, our approach to which is addressed in the section on gender-based violence on page 7.



## When is bullying ‘something else’?

It is equally important at this point to define what we say bullying ISN'T – namely the situations where friends have a ‘fall-out’. In such instances, while there is still the need for support, it would not be considered within the terms of the anti-bullying policy, unless unresolved, it develops into something more serious.

There may also be times when what would appear to be bullying is, in fact, a **crime**.

Bullying is **not**:

- Hate crime
- Sexual harassment or assault
- Physical assault.

## Gender-based violence

This policy cannot fully address all forms of gender-based violence, such as sexual harassment and assault, as these may constitute criminal offences and require a response out-with the scope of an anti-bullying policy. However, by understanding and tackling the ways that bullying can reinforce gender norms and stereotypes, we can help to tackle some of the behaviours that may lead to sexual harassment and other forms of gender-based violence; therefore we may refer to this Anti-Bullying policy in addressing these issues.

In addition to standing against bullying, St. John Ogilvie has also adopted a whole school approach to standing up against gender-based violence. We should:

- Challenge gender stereotypes, homophobia and sexism.
- Offer a consistent message that all forms of gender-based violence are unacceptable.
- Sensitively approach issues of this nature.
- Where necessary, refer those involved to specialist organisations such as Lanarkshire Rape Crisis Centre and Women's Aid for support.
- Be taught how to identify, respond to and challenge gender-based violence.

Please refer to our Gender-Based Violence policy for further information on identifying forms of gender-based violence

## Roles and Responsibilities



Bullying is a breach of children's rights and this policy seeks to ensure that all members of our school community are aware of their roles and responsibilities in ensuring that each person is a role model for promoting positive relationships and behaviour.

In our school community, we adopt a range of strategies to prevent and respond to bullying. For example, displaying anti-bullying posters, regular coverage at assemblies and PSE, and restorative approaches. Each member of our school community has a role to play in creating a positive, safe climate for people to live and learn. These roles and responsibilities are set out below:

### Pupils: What is expected of you

- Follow our **Charter** in and out of school
- **Respect** all members of our community and **don't engage** in bullying behaviour
- Value **diversity** and never let our differences lead to any kind of 'slagging'
- **Avoid** getting into **confrontations**
- Use **social networking** with **maturity** and **care for others**.
- If bullying takes place online, **save the evidence** and remember that you have the option to **block** the person bullying you
- Tell **someone you trust** if you are being bullied, or know of someone who is. This could be a family member, a teacher or any member of staff, a friend or a senior pupil
- **Write down** your problem with bullying behaviour if you don't feel able to talk about it at first and hand it to a member of staff
- Be **supportive** of those experiencing any kind of bullying
- Make use of **Rights Leaders meetings** to raise any concerns you have

### What you can expect of others

- Be treated with **respect** and ensure your rights are protected and fulfilled
- Be **included and involved** when developing policy, approaches to bullying, and what happens when affected by bullying
- Be listened to and **have concerns taken seriously**. The school will investigate all claims of bullying in a sensitive way ensuring all concerned are treated fairly and justly
- Have **choices** on how you respond and **options** on where and how to report bullying
- Receive **guidance** from a range of services if required
- Be taught how to identify and report instances of bullying



## Parents: What is expected of you

- Be aware of our anti-bullying policy and school charter and **promote positive respectful relationships**
- **Be alert** to your child's wellbeing and relationships in school watching out for changes in their mood and personality
- **Understand** that fall-outs and changes in friendship groupings are not uncommon amongst young people
- Work with us to promote the message that the reporting of bullying is an **act of courage**
- Encourage your child to **use social media safely** and maturely and **monitor** their online activity
- **Familiarise yourself** with the language of social networking and know about the associated dangers for young people. The **CEOP** website offers advice on this
- **Alert** your child's **Pupil Support Teacher** as early as possible to any instances of bullying **whether of or by** your child.
- Contact the **police**, if bullying is of a **criminal** nature.
- **Engage** through our Parent Council or other appropriate forums to contribute to and learn about anti-bullying practice

## What you can expect of others

- **Clear communication** on our anti-bullying policy
- Opportunities to be **included** and **involved** when developing and reviewing our policy, approaches to bullying, and what happens when affected by bullying
- Be **listened to** and be treated with **respect**.
- All reports of bullying behaviour will be **taken seriously**, investigated and dealt with in line with the strategies in this policy
- Each case will be treated **sensitively** and on an individually basis by our teachers who are experienced in dealing with bullying situations
- Be **signposted** to a range of services or resources that can meet individual specific needs or concerns.
- We will be guided by a child's wishes and **right to privacy** when making decisions about who to inform



## Staff: What is expected of you

- **Understand** our anti-bullying policy and procedures
- Act in accordance with the GTCs professional standards, SLC codes of conduct, and the values and principles of Respect for All and act in accordance with them to **prevent and respond to bullying behaviour**
- Follow our **Charter** of Rights, Responsible Actions, and Respectful Attitudes
- Act in all our dealings with members of the school community as **positive role models** to establish open, positive and supportive relationships
- **Listen** and take young people seriously
- Tell the child's **Pupil Support Teacher** if they see or hear of instances of bullying
- Promote equality, fairness and compassion within **lessons** and **wider school** to create an ethos of inclusion that promotes positive behaviour.
- Be careful to **avoid the label 'bully'**. Instead, refer to specific the behaviours that could be considered as bullying behaviour
- Work **collaboratively** to help ensure bullying cannot thrive

## What you can expect of others

- Opportunities to undertake a range of appropriate **training** on anti-bullying, promoting positive relationships and behaviour, equality and diversity and children's rights
- **Support** when responding to bullying and when developing approaches to combatting bullying behaviours
- Be **included and involved** in the development of anti-bullying policies and practices
- Support and guidance from **a range of organisations** and service providers who specialise in representing the views and experiences of groups of young people



## Pupil support and SMT: What is expected of you

- Investigate all allegations of bullying **sensitively** and **fairly**
- Communicate with **all** pupils involved to ensure their views are taken into account
- Work in close **partnership with parents** in order to create an environment where young people feel safe within the school at all times
- Make use of **restorative** interventions and supportive discussions in individual and /or group settings
- Where appropriate, work with **partners** to support pupils to come to a positive resolution. These may include our Educational Psychologist, Active Breaks, our Pupil Support Base, Hamilton Support Base, our Home School Partnership Officer and Nurture group
- Closely **monitor** and **record** incidents of bullying behaviour
- Provide **information** on the effects of bullying and strategies to respond to bullying throughout the school **PSE** programme
- **Monitor** the social areas during break and lunch times
- **Involve and consult** meaningfully with children and young people and parents through our **Parent Council** or other appropriate forums

## What you can expect of others

- Access to **training and materials** on identifying and responding to bullying behaviour
- Support and guidance from a range of **organisations** who specialise in supporting young people
- **Local Authority** support to deliver the actions that will be required to fully implement Respect for All.



## Responses to bullying

All reported incidents of bullying behaviour are taken seriously in St. John Ogilvie High School. We deal sensitively with these offering the supports listed above where necessary to restore positive relationships wherever possible. Incidents of suspected bullying should be reported to the school as soon as possible. We endeavour to ensure there is effective early intervention in all instances of bullying and therefore avoid the need for formal action, however, we reserve the right to apply the following consequences if need be:

- Verbal warning
- Contact with parents
- Parental meeting
- Formal exclusion
- In extreme conditions and in collaboration with the Local Authority and parents, removal to another establishment and/or involvement of the police.


It is also important to ensure the person involved in the bullying behaviour is also provided with on-going support, guidance and, where appropriate, formal counselling to help change the behaviour which leads to bullying.

In **every** case, the situation should be monitored over a period of months to ensure that there is no re-occurrence of behaviour which could lead to intimidation or harassment.




*This is an evolving document based on the needs of our faith and learning community. We welcome any feedback you may have on this policy.*

# Our school Charter



## St. John Ogilvie High School

Charter of Rights,  
Responsible Actions and Respectful Attitudes



### C


## ommitment

Students	Adults
<ul style="list-style-type: none"> <li>• We come prepared and ready to learn</li> <li>• We act responsibly</li> <li>• We have the opportunity to voice our opinions</li> <li>• We are committed to local and global citizenship</li> </ul>	<ul style="list-style-type: none"> <li>• We have high expectations of all students and work hard to meet their needs</li> <li>• We ensure each student knows how to succeed</li> <li>• We forge positive student- teacher relationships</li> </ul>

### A

## mbition

Students	Adults
<ul style="list-style-type: none"> <li>• We explore our talents and unique potential</li> <li>• We face all challenges with faith in our abilities</li> <li>• We aspire to be leaders in and out of school and constantly aim for excellence</li> </ul>	<ul style="list-style-type: none"> <li>• We are positive role models with a passion for education</li> <li>• We support students with any challenges they face</li> <li>• We provide opportunities for leadership and encourage excellence</li> </ul>



### R


## esilience

Students	Adults
<ul style="list-style-type: none"> <li>• We stand against all forms of bullying</li> <li>• We value our physical and emotional wellbeing</li> <li>• We value our personal spiritual development in all aspects of our lives</li> </ul>	<ul style="list-style-type: none"> <li>• We are approachable and supportive</li> <li>• We encourage a healthy lifestyle</li> <li>• We encourage the spiritual development of all</li> </ul>

### E

## quality

Students	Adults
<ul style="list-style-type: none"> <li>• We stand against discrimination</li> <li>• We encourage and respect freedom of expression</li> <li>• We are open-minded and willing to learn</li> <li>• We fundraise to help those in need</li> </ul>	<ul style="list-style-type: none"> <li>• We value all students and treat them fairly</li> <li>• We listen and act upon pupils' opinions</li> <li>• We encourage respect for the diversity of other cultures and faiths</li> <li>• We encourage students to help those in need</li> </ul>





# St. John Ogilvie High School



## Charter of Rights, Responsible Actions and Respectful Attitudes

**C**ommitment

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**A**mbition

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