

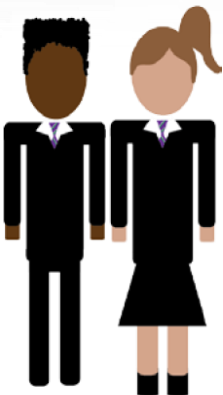
St Andrew's Academy Anti-bullying Policy

As a Catholic school we seek to create a community of faith based on promoting gospel values and honouring the dignity and voice of each person.

We strive to promote the development of each person's unique, God-given talents. This booklet outlines that all young people have the right to be safe. Bullying impacts on this right and can affect their right to an education. Our aim is to create an environment where bullying cannot thrive.

Together we can prevent bullying

We can prevent bullying from happening by working together to promote the values of the school community by being respectful, kind, inclusive and by raising awareness by talking openly about bullying.



We can:

- facilitate and co-ordinate support groups and programmes of activities from the Anti-Bullying Ambassadors, Peer Support Buddying Programme and the Pupil/Council Senate
- provide group work activities delivered by Don Bosco and Home Link, supporting students to address issues such as low self-esteem, social anxieties and managing stress
- provide support for students, parents, and teachers with specific issues
- make referrals to the Exchange Counselling Service

What is bullying?

Bullying can be:

- verbal or emotional abuse such as name calling, spreading rumours, excluding or tormenting someone
- picking on someone because of differences such as their race, religion, sexual orientation, gender identity, or because they are less well off than others
- face to face and online

The impact of bullying

- feelings of distress, anxiety and helplessness
- reduce self-confidence
- withdraw from normal day to day activities
- in some cases bullying can result in health issues, such as eating disorders or self-harm

Why do some people bully?

There are lots of reasons why people become bullies. Some of the reasons are:

- having family problems
- being bullied themselves
- feeling bad about themselves and wishing to make others feel bad too
- feeling insecure and unimportant, bullying gives them power
- they don't understand the impact it is having on the victim

Restorative Practice

Traditional methods of tackling bullying concentrate on what has happened, who is to blame and what the punishment is. Restorative practices ask:

- what has happened?
- who has been affected and how?
- what have we all learned so we can make different choices next time?

Restorative practices are embedded in our day-to-day work and this approach benefits young people involved when we tackle bullying incidents. All of our teaching and non-teaching staff are trained in Restorative Practice and facilitate this type of approach with our young people.

Renfrewshire's Nurturing Relationships Approach (RNRA)

The way we interact with young people is crucial to creating an inclusive ethos of respect and equity. The RNRA focuses on role modelling positive relationships. We know young people will mirror what they see and we are mindful of this in the language we use. We also challenge every instance of unacceptable behaviour.

We encourage our young people to:

- tell someone
- be aware that they will always be encouraged to understand the impact of their behaviour
- have restorative meetings with a member of staff present
- mediation - reflect
- ask for peer support/mentoring
- facilitate an apology

Reporting and Recording

There is a range of sanctions from a warning to exclusion that we will apply to bullying depending on the seriousness of the incident.

We will speak to or meet with the parents/ carers of the pupils involved to ensure effective communication and support is maintained.

Pupils can report experiencing or witnessing bullying in a variety of ways:

- Talk to any teacher
- Talk to your Guidance teacher
- Talk to your Year Head
- Scan your Guidance teacher's QR code at the base and send them a message
- Talk to an Anti-Bullying Ambassador
- Use the Keep Safe Kids App

Keep Safe Kids App

In conjunction with Renfrewshire Council, charity 'I Am Me' have launched an app designed by and for young people who may be experiencing a variety of issues.

Pupils may use the app to report bullying to the school. Information is sent directly and not held in the app. The app also provides links to many valuable resources provided by agencies such as Childline, Young Scot and Young Minds charity.

There is more information about the app on the website, here:

<https://iammescotland.co.uk/keep-safe-kids-app>



We understand that Bullying is never acceptable

A full copy of Renfrewshire's Anti-Bullying Policy can be found on:

www.renfrewshire.gov.uk//article/3469/Anti-bullying

St Andrew's Academy aims to provide a friendly, confidential, and safe environment for learners to report bullying behaviour. If any young person has any concerns regarding Bullying they can speak with their Pastoral Care teacher, Support Staff, Year Head or any member of staff they trust. When all members of our school community - pupils, parents and staff - work together using our Anti-Bullying approaches, the outcomes are better for our young people.

Useful Contacts

Parent Line Scotland – Free confidential helpline 0808 800 2222

Mon/ Wed/ Fri 9am-5pm

Tues/Thurs 9am-9pm

ChildLine Bullying: 0800 1111

Bullying Line Scotland: 0800 44 1111



Useful websites

www.respectme.org.uk

www.anti-bullyingalliance.org.uk www.bullying.co.uk

www.chatdanger.com

www.childline.org.uk/info/pages/bullying.aspx - for children and young people

www.childnet-int.org

www.children1st.org.uk

www.digizen.org - deals with cyber bullying

www.kidscape.org.uk

www.kidsmart.org.uk

www.thinkuknow.co.uk – child protection on the internet

www.youngminds.org.uk - Improve Mental Health

