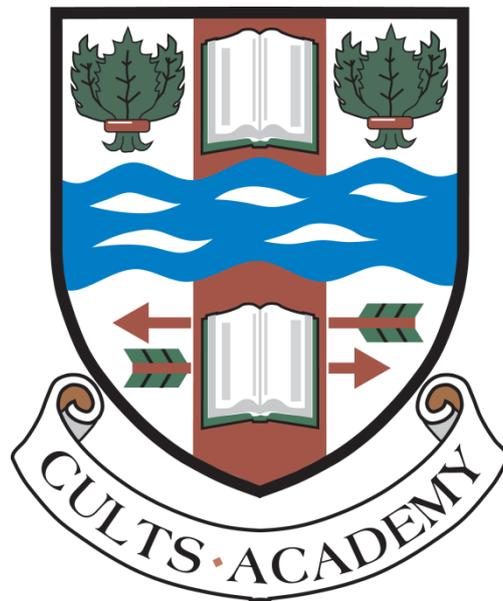


# Cults Academy



## RESPECT POLICY

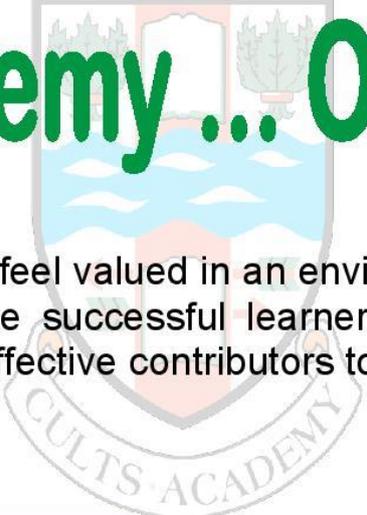
Promoting Equality and Diversity

2015

*“Our aim is to ensure that, in their goal to achieve and attain highly, each pupil feels valued, respected and safe.”*



# Cults Academy ... Our School



Our aim is for all pupils to feel valued in an environment that gives them the opportunity to become successful learners, confident individuals, responsible citizens and effective contributors to society.

## VISION

**At Cults Academy, pupils and staff together work to create a school where we are**

- **Growing our Potential**
- **Supporting our Community**
- **Creating our Futures**

## VALUES

**Through our language, actions and attitude we show**

- **Respect**
- **Pride in Self and Others**
- **Resilience**
- **Fairness**
- **Responsibility**

## Contents

Rationale	5
Aims of the Policy	6
What do we mean by bullying behaviour?	7
What to look out for	8
Equality & Diversity	9
Promoting Equality & Diversity in Cults Academy	10
The role of staff	11-12

## **Rationale**

“The ethos and vision of the school strongly promotes equality, challenging all forms of discrimination.”

(HGIOS4 2.1 Safeguarding and Child Protection)

“Learners, parents and carers, staff and partners feel that they are treated with respect and in a fair and just manner.”

(HSIOS4 3.1 Ensuring Wellbeing, Equality and Inclusion)

At Cults Academy we are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. Where there are incidents of bullying, all pupils should be able to speak to someone and know that incidents will be dealt with promptly and effectively.

## **Aims of the Policy**

- To ensure that all teaching and support staff, pupils and parents have an understanding of equality and diversity.
- To promote the school “Vision and Value” and ensure that everyone is familiar with this.
- To give assurance to pupils and parents that they will be supported when bullying is reported.
- To offer guidance/support on dealing with issues of equality and diversity.
- To give guidance on how to identify and deal with instances involving bullying.

## **What do we mean by bullying behaviour?**

Bullying is behaviour that can leave people feeling hurt, threatened, frightened and left out. It is a combination of behaviours and the impacts they have.

Bullying can take various forms:

- Emotional
- Verbal
- Sexual
- Cyber
- Physical
- Social
- Prejudice-based

Bullying behaviour can harm physically or emotionally and, while the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions such as looks, messages, confrontations, physical interventions, or the fear of these. A bullying incident only has to happen once to have a lasting impact on a person.

Bullying behaviours may include:-

- Name calling and teasing
- Being hit
- Having belongings taken or damaged
- Being ignored or left out
- Receiving abusive texts, emails or messages online
- Having rumours spread about you
- Being targeted for who you are or who you are perceived to be

- **What to look out for**

In Cults Academy any concerns regarding a young person being bullied should be reported to the appropriate Pupil Support Pastoral teacher.

If the pupil:

- Is subject to ridicule by others
- Becomes unhappy, withdrawn, anxious or lacking in confidence
- Begins to do poorly in school work
- Becomes unusually argumentative/unreasonable

If you become aware of any of the above Staff should inform Pupil Support Pastoral.

This list is by no means exhaustive: these could indicate other problems, but bullying should be considered a possibility and should be reported.

If a pupil is being bullied, he/she will not be able to fully take advantage of the education being offered, nor feel part of a caring, supportive and safe community.

# **Equality and Diversity**

## **What is Equality?**

Equality is ensuring individuals or groups of individuals are treated fairly and equally and no less favourably, specific to their needs, and according to their protected characteristics.

## **What is Diversity?**

Diversity is about recognising that everyone is different in a variety of visible and non-visible ways. Diversity aims to recognise, respect and value people's differences to empower everyone to contribute and realise their full potential by promoting an inclusive culture.

In Cults Academy, we strive to promote equality and diversity. We try to ensure that everyone is treated with fairness and respect and afforded equal opportunities and universal support.

## **Promoting Equality and Diversity in Cults Academy**

- Cults Academy “Visions and Values” is promoted visually throughout the school and embedded in school ethos.
- Staff and pupils should have an understanding of equality and diversity.
- All members of staff are expected to provide a positive personal example through their supportive relationships with one another and with pupils.
- Use of praise and issuing of Praise Awards recognise achievement and good behaviour.
- Senior pupils are directly involved in various initiatives:
  - Senior pupils adopt mentoring roles within vertical form tutor groups.
  - Peer counselling
  - S6 Leaders available to support younger pupils.
- Anti-bullying assemblies are held during the school year.
- Bullying is addressed as part of PSE programme.
- All Staff, especially Pupil Support, make themselves accessible and available to pupils.
- A recording system is in place for reported incidents.
- Form Tutors provide Universal Support for all pupils daily.
- Pupil Forums provide a platform for discussion which contributes to the school policy on Equality and Diversity.

## **Teaching and Support Staff have a responsibility to:**

- Listen to pupils.
- Inform pupils of any action to be taken e.g. "I am now going to speak with your Pupil Support teacher".
- Challenge disrespectful comments and actions.
- Be alert to early signs of distress or discomfort.
- Pass all information on bullying or suspected bullying to appropriate Pupil Support Pastoral teacher or Depute Head promptly.

## **Principal Teacher Pupil Support (PTPS) & Senior Management (SMT) have a responsibility to:**

- Listen to pupils.
- Take care not to over-react, especially to rumours that may be unfounded.
- Inform pupil of any action to be taken.
- Involve the pupil who has been bullied in decisions made and action taken.
- Follow school procedures for recording incidents.
- Inform relevant staff about actions taken and keep them up-to-date with progress.
- Enable those pupils involved to see that improvement is achievable.

- Enable those pupils involved to understand the consequences of their actions while addressing any underlying issues causing their behaviour.
- Where appropriate consider the involvement of other agencies.
- Inform parents of the situation and actions taken.
- Where necessary take disciplinary measures.
- Continue to monitor the results of actions after dealing with incidents.