



## **Burnside Primary School Anti-bullying Policy and Procedures Revised August 2017**

### **Aims and Expectations**

The ability to be a continual learner is vital in an ever changing world and at Burnside Primary, in partnership with parents, we are responsible for developing Successful Learners, Confident individuals, Effective Contributors and Responsible Citizens. We expect relationships among and between pupils, staff and parents/carers to be respectful. To the best of our ability we aim to ensure:-

- That all children are free to learn in a safe and secure environment without the fear of bullying
- That there is a common understanding of what bullying is
- The provision of a positive ethos which fosters the development of skills and self-esteem within our young people
- That we equip young people with the necessary skills to tackle the problems associated with bullying both in school and in the wider world
- That we support young people who have been the victims of bullying
- That we make use of a range of anti-bullying strategies

### **What is bullying?**

In line with South Lanarkshire Council's 'Treat Me Well' anti-bullying guidelines, our definition is:

**Persistent intentional behaviour which causes stress to a person emotionally, physically or mentally, where a person is made to feel insecure, threatened or inadequate.**

Bullying may take the form of:

- Physical or verbal abuse
- Name calling
- Facial expressions, words or actions which intimidate, harass, isolate, threaten, humiliate, lower self-esteem or lead to feelings of insecurity
- Inappropriate use of ICT such as mobile phones, social networking sites and instant messaging

Bullying may occur in a variety of contexts, such as:

- Body image and peer pressure
- Disability bullying
- Gender, sexism, homophobic bullying
- Religion, belief and sectarianism
- Racial bullying
- Homelessness, young carers, Looked After Children

## Why do children bully?

- They may have been bullied themselves
- They are unhappy, jealous or angry
- They lack confidence
- They want attention
- They feel rewarded by a sense of power

## Children affected by bullying may:

- Become withdrawn, moody or weepy
- Not want to come to school or have trouble with their school work
- Not want to go out and play with friends
- Complain of stomach aches and other pains

## Prevention of bullying

In order to raise awareness of and prevent bullying at Burnside Primary, we:-

- Ensure all pupils, staff and parents have an understanding of the school's definition of bullying and procedures for prevention and tackling bullying behaviour e.g. *buddying systems, pupil training in monitoring, play-leader training, friendship stops, playground supervision at a higher level than legally required, playground incident recording system, worry boxes, 'Helping Hand' requests for senior staff.*
- Foster a positive ethos which promotes mutual respect, diversity, positive behaviour, restorative practice and a culture of praise e.g. *regular focus during assemblies, posters, visiting specialists, school behaviour system, School Rules, Golden Time, class/school rewards, Health & Wellbeing curriculum, Headteacher trainer in Restorative Practices and all staff trained.*
- Ensure, through our Health & Wellbeing programme, that children develop necessary skills such as self-awareness, self-esteem, avoidance and coping strategies, assertiveness and resilience e.g. *circle time, massage programme, role play, pupil/staff health boards, pupil information booklets, friendship circles and skills, team building, emotional awareness and associated language, social skills.*
- Ensure pupils are able to develop individual skills through the provision of extra-curricular activities and clubs e.g. *sporting events, visiting specialists, after school clubs.*
- Ensure clear lines of communication between home and school e.g. *Senior staff are accessible and approachable, home/school communication diaries, meetings arranged where possible to best suit parents, newsletters, Parent Council, behaviour communication, motivation charts.*
- Enlist the support of partner agencies where appropriate e.g. *Behaviour Support Teacher, School Nurse, Educational Psychologist, Chaplaincy Team.*

## How do we address bullying?

Unfortunately, despite all the pro-active approaches in place, bullying may still occur. The main aim is to support the child being bullied, however, it is important to recognise that the child demonstrating bullying behaviour also has support needs if we are to change behaviours resulting in bullying.

When bullying takes place:-

- All reports of bullying will always be taken seriously. Pupils and parents are encouraged to report concerns to the Headteacher or Depute Headteacher. Reports will be dealt with sensitively at all times.
- All alleged bullying will be investigated thoroughly by senior staff. This will include listening to the views of children involved, including witnesses. Notes will be taken (please note that this will be done in a supportive, non-threatening manner). The victim will be commended for reporting the bullying to an adult and reminded to continue to do so.
- Where it is found bullying has taken place, parents of both bully and victim will be informed. The school and parents should work in partnership to tackle the issue. A plan of action will be agreed and parents should keep the school informed of any further incidents. Pupils involved will be made aware of this plan, where applicable, and its content e.g specific targets, monitoring measures, rewards/sanctions and next steps.
- An action plan will be put in place for the victim, with his/her involvement. This may include:-
  - Regular check-ins with a designated member of staff e.g Head Teacher/Depute Head Teacher
  - All relevant staff informed of concern and request for extra vigilance and regular reports
  - Enlisting the support of a buddy/buddies/circle of friends
  - Counselling
  - Regular contact with parents
  - Enlisting the support of a partner agency e.g. School Nurse
- An action plan will be put in place for the perpetrator, with his/her involvement, to ensure he/she takes responsibility for his/her actions while making it clear that the bullying behaviour is unacceptable. This may include:-
  - Putting in place any useful corrective actions e.g. move seats in classroom
  - Imposing sanctions where appropriate e.g. withdrawal of privilege (interval, Golden Time, extra-curricular activity)
  - Regular check-ins with a designated member of staff e.g Head Teacher/Depute Head Teacher
  - All relevant staff informed of concern and request for extra vigilance and regular reports
  - Enlisting the support of a buddy/buddies/circle of friends to reinforce good relationships
  - Counselling
  - Regular contact with parents
  - Enlisting the support of a partner agency e.g. School Nurse