

Blacklaw Primary School



Anti Bullying Guidelines

September 2015

Policy to be reviewed by September 2018

*Most researchers now agree that what distinguishes bullying from other types of undesirable behaviour is the affect it has on the victim. Victims will be significantly hurt or upset and will not be able to defend themselves effectively. **Andrew Mellor Anti-Bullying Network***

At Blacklaw Primary we endeavor to make the school a safe, healthy and caring environment for all our pupils to enable each one to thrive, make progress, be respected, responsible, included and reach their full potential. We firmly believe that in order to learn effectively and fully develop, pupils need to feel relaxed and content knowing that the school will not tolerate any form of bullying. In line with the United Nations Conventions of the Rights of the Child (UNCRC) and Getting it Right for Every Child (GIRFEC) every child has the right to be included and supported as far as possible in the knowledge that there is equality in terms of opportunity, social background, race, gender and disability. Religious beliefs of pupils and their families will be respected at all times. The pupils, staff and parents all agree that **bullying is not acceptable in any form** at Blacklaw Primary School.

Rationale

The school guidelines on bullying are quite firmly set within the context of the school's Promoting Positive Behaviour guidelines, however, as it is a much more serious aspect of indiscipline, it merits separate mention. Bullying is a serious problem. It frequently remains undetected and thrives on this fact. As a result it can seriously affect the health, happiness and educational development of the victim, thereby causing considerable stress. Unless strategies for combating bullying are in place, and uniformly followed by all adults, the problem will remain undetected and a serious issue. The fundamental difficulty is most often the reluctance of the victim to tell anyone. This frequently has the effect of perpetuating the bullying. The purpose of these guidelines are to:

- give a clear signal that bullying has no place within our school;
- define bullying;
- help children manage their lives and relationships in positive and non- aggressive ways;
- promote good citizenship;
- provide information that will be shared with pupils, staff and parents.

Aims

- ❖ To help children adopt a positive attitude to school and their own well- being to enable them to become:
 - Successful learners
 - Confident individuals
 - Responsible citizens
 - Effective contributors
- ❖ use the curriculum as a means to prevent bullying
- ❖ enable pupils to respond to various situations positively

Context and Content

Definition

The term “bullying” covers a wide, complex field of behaviours and is therefore not easy to define. It can be physical, verbal or psychological.

Key Points

- Bullying can happen in any school, and within any year group;
- Bullying is the willful, conscious desire to hurt, threaten or frighten someone else;
- Bullying can be short or long term, covert or overt;
- All bullying is aggression, either physical verbal or psychological, but not all aggression is bullying;
- Common sense preconceptions about bullying are not always correct;
- The values of the school must be used to tackle the issues raised;
- Tackling bullying, including cyber-bullying, is part of making Blacklaw a happy place for everyone.

Bullying can be incidents of...

Name-calling, teasing, demands for money or possessions, willfully damaging someone’s belongings, excluding someone, hitting or harming someone, put-downs, verbal abuse, cyber-bullying i.e. misuse of modern technology (e.g. texting, picture/video clips on a mobile phone, emails, social networking sites) and any other actions aimed at deliberately hurting another person. **All forms of bullying are wrong.**

Responsibilities

All children and young people need help to understand why bullying behaviour is wrong in order that they can change it.

What should pupils do?

Through classroom discussions and input at assemblies pupils understand how serious bullying can be and what they need to do about it.

Pupils should follow the following guidelines at all times.

- Don’t keep being bullied a secret. **TELL SOMEONE.**
- Don’t try to deal with things yourself.
- Talk to a friend about what has happened to you.
- Tell an adult about your situation.
- Stamp out bullying by helping others to speak about it or tell an adult on their behalf.
- Keep any evidence of bullying.
- Make use of Buddies, P7 Monitors and Peer Mediators to share your problems.
- It is the right of every child to be happy at school every day.

What can teachers do?

- Make full use of the Health and Well-Being programme to allow pupils to talk about feelings and about making good choices and decisions.
- Use Circle Time activities or class discussions to talk about any problems and how they can be overcome.
- Speak to pupils about Blacklaw's Golden Goals, school and class charters and their right to be happy and safe in class, in the playground and on the way to and from school each day.
- Remind children not to retaliate if they can help it.
- Encourage children to use worry boxes to write about their problems.
- Remind children that they must tell an adult if they are having problems.
- Remind children to play well together and not to leave anyone out.
- Pass on information and concerns to the Senior Leadership Team and keep a log of your concerns.

What can parents do?

- Look out for changes in your children's behaviour.
- Let the Head Teacher or the Principal Teacher know as soon as possible by telephone, letter, email or in person. All reported will be investigated and dealt with.
- Should your child be responsible for bullying, you as parents will be expected to help with sanctions to alleviate the situation.
- Monitor the use of ICT at home and the use of mobile phones.
- Follow parental advice from useful websites e.g. www.antibullying.net, www.childnet-int.org, www.parentzonescotland.gov.uk, www.kidsmart.org.uk, <http://www.respectme.org.uk>, beatbullying.org.uk

What can responsible adults in the school do?

- Be vigilant – try to spot potential problems.
- Listen – children reporting bullying incidents should be taken seriously.
- Be fair – don't assume one child is more honest or reliable than another.
- Intervene where possible to prevent a situation escalating.
- Discuss problems and make clear that bullying is a serious matter.
- Inform the Head Teacher
- Make reference to South Lanarkshire's Guidelines

What will the Head Teacher or Principal Teacher do?

- Treat each allegation as an individual incident.
- Listen carefully and sympathetically to **all** parties in reported incidents.
- Record all incidents/ allegations – on school SEEMIS system (Pastoral Notes). This will emphasise that the school treats all bullying behaviour seriously.
- Contact parents when necessary.
- Provide sanctions and be consistent.

What sanctions are there?

- Verbal warning.
- Reminders of Blacklaw's Golden Goals
- Use of 'Success Smiles', positive behaviour policy
- Zero Tolerance (loss of intervals/lunchtime) – parent/ carer contacted
- If bullying continues, then parents/ carers will be invited by letter/ phone call to school.
- Exclusion – steps followed as in South Lanarkshire Operating Procedure A8

We hope that these final stages will never be reached, as all possible avenues would be explored in consultation with staff, parents and children to prevent re-occurrence.

Monitoring behaviour

- Open dialogue with pupils, parents and staff
- Observation of children in playground and classroom by all school staff
- Vigilance

Resources

It is very important that pupils view these guidelines within an ethos that promotes positive attitudes towards self and others, and the curriculum supports it.

- All adults, staff and parents, must set the best example to pupils by showing respect and valuing all in our school community.
- A whole-school approach is followed by including a focus on anti-bullying in the annual calendar

Pupils will develop skills via:

- Circle Time
- Topics which promote health and well-being and personal safety
- Topics that allow pupils to explore their feelings
- Expressive Arts work in drama/role play and art and design
- Personal and Social Development, Enterprise and Citizenship opportunities
- Religious and Moral Education

Evaluation

Staff will evaluate the relevance of these guidelines as they used. Suggestions for improvements will be used. Suggestions for improvements will be made as part of the review process.

Review

These guidelines should be reviewed as part of the school's cycle of self-evaluation, or in line with National or South Lanarkshire Council advice. These guidelines have been reviewed to ensure no person from a protected group will be disadvantaged in any way, and to ensure it complies with Equalities legislation.