



Carrutherstown and Cummertrees Partnership

Anti-Bullying Policy

Parent's Overview

(Updated: November 2024 - Review date: November 2027)

Here at Carrutherstown and Cummertrees Primary Schools, we understand that bullying is never acceptable and that children and have the right to learn in a safe, secure environment. We recognise the importance of developing respectful relationships across our school communities and aim to create an environment where everyone feels safe and respected.



The United Nations Convention of Children's Rights

Children's rights are now embedded in Scottish legislation. Bullying is a violation of children's rights.

What do we mean by bullying?

In Scotland, bullying is defined as:

"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." (Respect Me, 2015)

Bullying behaviour may harm people physically or emotionally and, although the actual behaviour might not be repeated, the threat that it might can 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 and/or online
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you (in person / online)
- Sending abusive messages or images on social media, gaming platforms or phone
- Behaviour which makes people feel they are not in control of themselves or their lives
- Being targeted because of who you are or who you are perceived to be (in person / online)

What can the impact of bullying behaviour be?

A child who is experiencing bullying behaviour may feel: pain or hurt, weak and powerless to make things better, that it might be their fault, frightened, isolated, less confident or anxious about making it worse if they tell someone.

Is intent required?

In some cases children may not be aware that their behaviour is bullying. In these circumstances the intent to bully may not be present, but the impact and effect on the person being bullied will be less severe because of this.

It must be explained to the person bullying that their behaviour is unacceptable and why. Intent is difficult to prove, it is more important to focus on the behaviour and the impact it had, rather than trying to establish whether someone acted deliberately or not.

Does the behaviour have to be persistent?

The issue with persistence is that the behaviour must take place more than once, but the impact of bullying can be felt after a single incident.

Bullying doesn't need to be persistent to influence the well-being of a child. For those who have been bullied, the fear and anticipation of further bullying behaviour can affect their ability to be themselves.

Online Bullying

We will address online bullying in the same way as Face to Face bullying. Our responses will be more consistent and effective when we address online bullying as part of our whole anti-bullying approach, not as a separate area of work or policy

Labelling

When talking about bullying, it is important not to label children as 'bullies' or 'victims'. Labels can stick for life and can isolate a child, rather than helping them to recover or change their behaviour. All children need help to understand why bullying behaviour is wrong in order that they can change it.

Spotting the signs

At Carrutherstown and Cummertrees schools, the staff know our children and their circumstances well and are able to spot subtle signs and changes in behaviour that may indicate that a child is experiencing bullying behaviour. *(A full list of signs is in the D&G Respect Me Anti-Bullying Guidance, 2023)*

Responding to bullying behaviour and why it is important that we do respond.

It's every child's right not to be bullied. Children's rights are unique in that many of them, although designed for the safety and protection of children, must be provided for by adults and the government.

Responding to the child who is displaying bullying behaviour.

Children who are bullying will need help and support to:

- Identify the feelings that cause them to act this way.
- Develop alternative ways of responding to these feelings.
- Repair relationships.

When it is not an incident of bullying behaviour.

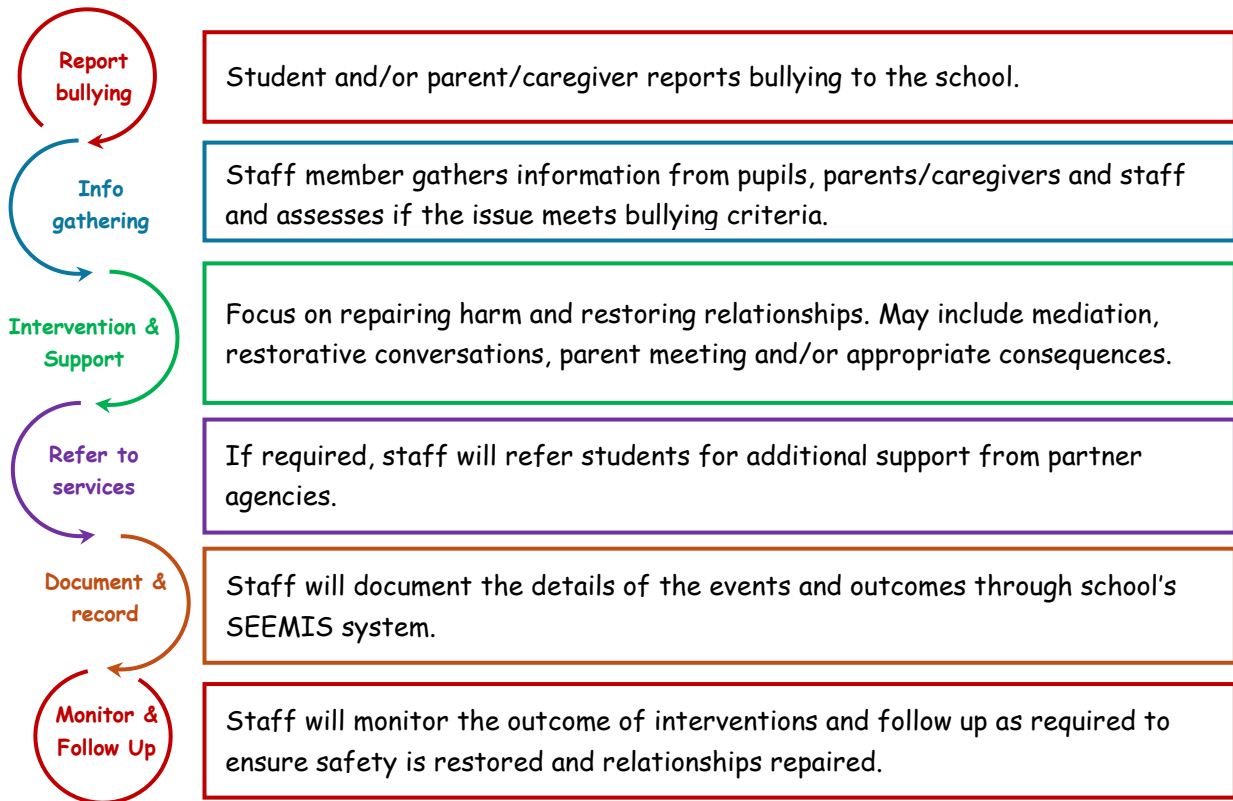
Staff may be unsure if behaviour is bullying therefore, they should look at the impact it is having on the child. It can be the case that one child says something unpleasant to another, but this is not always a case of bullying as it has no real impact on the child. Such behaviour should always be challenged, even if it is not bullying.

Approaches to preventing bullying behaviour

Adults should establish supportive relationships where children feel safe, secure, listened to, and secure in their ability to discuss sensitive issues. It is essential that adults within our schools model behaviour which promotes positive relationships.

We use a variety of approaches to help develop a school culture and ethos where bullying behaviour is not accepted. A full list can be found in the full version of the policy.

Steps to follow when bullying is reported



Roles and responsibilities *(For school staff see the full version of the policy)*

Children and Young People:

- Tell a member of staff if they experience behaviour that makes them feel unsafe or disempowered.
- Accept help and support to resolve any bullying behaviour concerns.
- Be a pro-active school citizen by engaging in activities to promote equality, diversity and inclusion.
- Be safe and responsible when online and if something worries you or makes you feel uncomfortable tell your parents/carers or a trusted adult in school.
- Be a positive role model for others by showing that discrimination of any kind is not okay.

Parents and carers:

- Support and promote their own child's health and wellbeing.
- Encourage and monitor safe and responsible behaviour online.
- Talk to a member of staff if their child needs help because of bullying behaviour.
- Be familiar with the school's policy related to anti-bullying guidance, equalities, use of mobile devices or online safety.
- Work in partnership with the school to resolve bullying behaviour concerns and help to contribute towards an ethos of tolerance and non-discrimination that reflects the vision and values of our schools.
- Talk to their child about the importance of valuing people as individuals who make up our diverse society