

Hurlford Primary School & Early Childhood Centre

**Anti-bullying: Respect for All Statement (August, 22)**

Anti-bullying statement for Children / Young People in Hurlford Primary School & ECC.

## **Vision**

Every child and young person in East Ayrshire should grow up free from bullying behaviour.

Across all sectors, those working with children and young people in East Ayrshire are already aiming to fulfil the Scottish Government and local government commitment to ensuring children and young people become confident individuals and responsible citizens. It is our aspiration that all those who play a role in the lives of children and young people are enabled to prevent and respond effectively to incidents of bullying behaviour.

**Getting it right for every child (GIRFEC) in East Ayrshire ensures that the child and their family are at the centre of policy and practice and that the views of the child, young person and their parents/carers are sought, listened to and taken into account when decisions are being made.**

## **Policy statement purpose**

In East Ayrshire, learning settings promote respectful relationships approaches but in line with national guidance the term bullying is used in this statement for incidents where someone is physically, mentally or verbally hurt by another individual or group of people.

This document builds on East Ayrshire’s **Respect for All Anti-bullying Policy** and outlines the steps that will be undertaken in Hurlford Primary School & ECC to provide guidance to staff, parents/carers and children / young people on the prevention and management of bullying behaviour to make learning settings safe, respectful and positive environments where bullying behaviour is never acceptable.

## **Raising awareness and prevention**

**Staff and Volunteers**

In additionto promoting and role modelling positive relationships and positive behaviour, all staff and volunteers in Hurlford Primary School & ECC with a responsibility for children / young people will participate in the training and development listed below:-

* Respect me training modules for adults who work with children and young people
* Mandatory Equality and Diversity Modules via the EAC Learning Academy
* Restorative Approaches Training.
* Circle Framework to be utilised in classes to support wellbeing in the classroom.
* Awareness of nurturing approaches and East Ayrshire’s Relationships Policy.
* Consistent messages encouraged by staff through Paul Dix Theory.
* Awareness of the impact of developmental trauma and its connection to behaviours.

**Pupils**

In Hurlford Primary School & ECC, we actively, openly talk about and discuss bullying behaviour.

 Listed below are the strategies / resources which will be used to raise the children / young people’s awareness and prevent bullying:-

* Pupils have their class teacher as a first point of contact.
* Pupils can speak with a classroom assistant in their class or out in the playground.
* Pupils will explore their rights as part of creating a class charter at the start of each year.
* Curriculum input for health and wellbeing will explore mental, emotional, social and physical wellbeing and how this can support pupils.
* School assemblies will explore how to respond to bullying behaviour and support the development of positive behaviours.
* Restorative approaches implemented to allow pupils to discuss their actions and how to change these.
* Pupils are aware of extra provisions and supports available within the school. E.g. the Hive, Counselling exchange, etc.
* Positive behaviour and positive interactions praised and highlighted across the school.
* Support available to pupils and reviewed to meet their needs regularly.
* Exploration of feelings and showing empathy towards others in a range of situations.

**Parents**

In order to raise parental awareness of positive relationships and positive behaviour, all parents in Hurlford Primary School & ECC will be provided with the information listed below:-

[East Ayrshire Parental HWB Information Site](https://blogs.glowscotland.org.uk/ea/parentalhwbawarenessprogramme/anti-bullying/)

## **Recording and monitoring strategies**

In Hurlford Primary School & ECC, incidents of bullying are recorded and monitored, in accordance with the guidance in East Ayrshire Respectful Relationships Policy.

**Reporting and feeding back about bullying incidents**

InHurlford Primary School & ECC, children/ young people, staff and parents will be made aware of the friendly, confidential and safe ways to report bullying behaviour:-

**Pupils: Ways to report bullying behaviour:-**

* Pupils can report bullying to any member of staff
* Senior Management Team are visible at key points in the day, morning, break and lunches
* Restorative conversations with adult and pupils
* Pupil Leadership Groups
* Communication boxes in each class
* Information talks from Campus Police Officer.

**Parents: Ways to report bullying behaviour:-**

* Parent should contact the school to discuss concerns, office staff will direct concern according to complaints procedures.
* Parents and pupils will be supported to ensure that bullying behaviours do not continue.
* Parents should not confront the pupil showing bullying behaviours or their parent.
* Parents should access[East Ayrshire Parental HWB Information Site](https://blogs.glowscotland.org.uk/ea/parentalhwbawarenessprogramme/anti-bullying/) for ways to support their child/children at home after bullying has been reported.

**Staff: Ways to report bullying behaviour:-**

* Ensure all pupils are safe and seek first aid assistance, immediately if required.
* Direct any concerns or incidents to the SMT.

**SMT**: **Ways to report and record bullying behaviour:-**

* Listen to all pupils involved and take notes using school pastoral notes, ensuring all information is from the children directly.
* Carry out restorative conversation, if appropriate.
* Seek additional support to challenge persistent behaviours.
* Ensure parents are notified of any incidents within the school linked to bullying behaviours.
* Record on SEEMIS bullying incidents.

In Hurlford Primary School & ECC, will be responsible for ensuring all parties are actively informed of progress made.

**To be reviewed every 3 years– June 25**

(every three years)