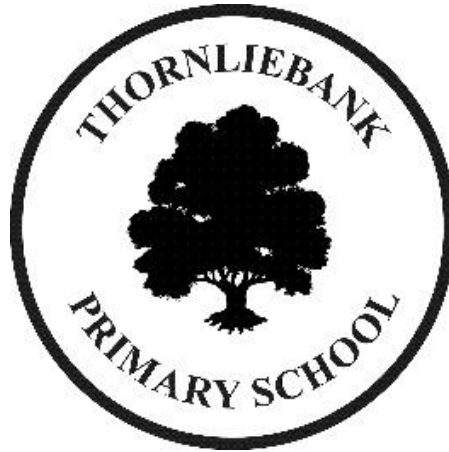


# Thornliebank Primary School and Nursery Class



*Nurturing a thriving community of lifelong learners*

## Anti-Bullying Policy

*We are a Rights Respecting School and have carefully considered article 19 of the United Nations Convention on the Rights of the Child (UNCRC) in creating this Anti-Bullying Policy.*

*Article 19 "I have the right to be protected from being hurt or badly treated"*

The aim of this anti-bullying policy and the approaches detailed within is to ensure that every child at Thornliebank is able to learn and grow in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. Thornliebank Primary School and Nursery Class is committed to providing a nurturing, respectful and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

*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. (RespectMe, 2015)*

**Bullying behaviours 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 (face-to-face and/or online)
- Sending abusive messages, pictures or images on social media, online gaming platforms or phone
- Behaviour which makes people feel like they are not in control of themselves or their lives (face-to-face and/or online)
- Being targeted because of who you are or who you are perceived to be (face to face and/or online)

**Prejudice based bullying**

Bullying behaviour may be a result of prejudice that related to perceived or actual differences. This can manifest into racism, sexism, homophobia or discrimination towards disability or faith. The Equality Act 2010 supports progress on equality, particularly in relation to nine protected characteristics, which include:

- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation

Prejudice-based bullying will be addressed in line with the strategies detailed in this policy.

**When is it not bullying behaviour?**

It is important for children and young people to discuss how they feel and help them develop resilience to manage their relationships. We know that children and young people will fall out and disagree with each other as they form and build relationships. This is a normal part of growing up and most children and young people have the ability to bounce back from this type of behaviour. Early intervention and prevention are key elements of an approach focused on ensuring we get it right for every child.

### **Responding to incidents of bullying behaviour**

Bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Mrs Miller (Head Teacher) has overall responsibility for overseeing the investigation, recording and monitoring of incidents of bullying behaviour. The member of staff to whom any incident of bullying is first reported should treat it seriously and use their professional judgement in deciding upon the appropriate course of action. This may include notifying Mrs Miller, supporting pupils and communicating with parents and carers.

All reported incidents will be investigated in full within three working days and recorded on Click and Go whether confirmed or not. East Renfrewshire Council Education Department will uplift this data each June for annual monitoring. Each incident will be reviewed individually and appropriate follow-up approaches put in place where required.

Investigation will involve seeking answers to a number of questions, including;

- What was the behaviour?
- What impact did it have?
- What does the child want to happen?
- What do I need to do about it?
- What attitudes, prejudices or other factors have influenced the behaviour?

Children who are exhibiting bullying behaviour will receive help and support to;

- Identify the feeling that cause them to act this way
- Develop alternative ways of responding to these feelings
- Understand the impact of their behaviour on other people
- Repair relationships

This will be done in line with Thornliebank's core values of Nurture, Kindness, Respect and Effort as well as our Promoting Positive Relationships Policy. Any factors that may impact upon a child's wellbeing, including any additional support needs, will be considered.

### **Anti-Bullying Strategies**

The following preventative approaches aim to educate all stakeholders about anti-bullying and contribute to a positive culture at Thornliebank where bullying behaviour is understood and challenged.

- Regular promotion of anti-bullying in assemblies, on Twitter and on the school website
- Self-esteem and circle time work as part of on-going learning and teaching in Health and Wellbeing
- Specific lessons on anti-bullying as part of on-going learning and teaching in Health and Wellbeing
- Regular gathering of children's views on how safe they feel in school
- Pupil Voice and Participative Approaches
- Appropriate playground supervision
- Anti-bullying professional learning for all staff
- Recognising and realising Children's Rights through a rights-based approach and culture
- Restorative Approaches
- Creating inclusive and supportive learning environments
- Nurturing Approaches
- Implementation of Thornliebank's Promoting Positive Relationships Policy
- Mentoring and peer support including anti-bullying ambassadors

### **A partnership approach**

We strive to work in partnership with all stakeholders to identify and promote an anti-bullying culture at Thornliebank. Pupils, parents, carers, school staff and senior leaders all have key roles and responsibilities that will contribute to consistent and appropriate support for every child.

### **Pupils will**

- Treat people with respect and not engage in bullying behaviour
- Be aware of anti-bullying policies and practices at Thornliebank
- Where safe and appropriate, challenge bullying behaviour
- Share any concerns with their teacher or another member of school staff
- Work collaboratively to help ensure bullying cannot thrive

### **Parents and carers will**

- Be aware of anti-bullying policies and practices at Thornliebank
- Share concerns about their child as early as possible with appropriate member of staff
- Engage through the Parent Council or other appropriate forums to contribute to and learn about anti-bullying practice
- Treat people with respect and promote positive relationships
- Listen and take children and young people seriously
- Work collaboratively to help ensure bullying cannot thrive

### **School staff will**

- Be aware of anti-bullying policies and practices at Thornliebank
- Act as positive role models, treat people with respect and promote positive relationships
- Listen and take children and young people seriously
- Share concerns immediately with a member of the Senior Leadership Team
- Take action to promote equality and diversity and children's rights
- Work collaboratively to help ensure bullying cannot thrive

### **Senior Leadership Team will**

- Develop and implement an anti-bullying policy in line with the vision, values and aims of our school community and local and national guidance, in consultation with all stakeholders
- Provide access to training and materials to support all staff in anti-bullying approaches
- Ensure parents and carers are provided with information on how to raise a complaint and the escalation process
- Take action to promote equality and diversity and children's rights and provide training relevant to these areas
- Investigate any incident of bullying behaviour in line with this policy and ERC Standard Circular 8(a)
- Monitor and record incidents of bullying in line with East Renfrewshire policy and guidelines

**Relevant texts and references**

“Respect for All: The National Approach to Anti-Bullying for Scotland’s Children and Young People” – Scottish Government

“Revised Standard Circular 8(a): Bullying and Anti-Bullying” – East Renfrewshire Council

**Monitoring and review**

This policy was drafted in May 2021 for consultation with stakeholders.

Once agreed, the policy will be regularly reviewed and adapted to ensure that it reflects the needs of our school community and current guidelines from East Renfrewshire Council and the Scottish Government.

Date for finalisation: June 2021