



Statement of Intent

At Netherlee Primary School, we are committed to providing a caring, friendly, and safe environment for all of our pupils, so they can learn in a relaxed and secure atmosphere. This policy aims to set out the school's procedures with regard to bullying behaviour.

Definition of Bullying Behaviour

Falling in and out of friendships is a normal part of growing up; however, this is distinct from bullying behaviour, which is never acceptable. Bullying can be expressed through physical, emotional, verbal or intimidatory behaviour or in the form of marginalisation. People can be bullied on the grounds of age, race, gender, sexual orientation, disability, socio-economic status, nationality, religion or other real or perceived difference.

Bullying behaviour can include:

- Being called names, teased, put down or threatened
- Being hit, tripped or kicked
- Having belongings stolen or damaged
- Being ignored, left out or having rumours spread about you
- Receiving abusive text messages or e-mails
- Being forced to do things against your will
- Being targeted for who you are or who you are perceived to be.

Aims of the Policy

- To equip children with the skills to keep themselves and others safe within and beyond school.
- To educate children with the strategies to enable them to recognise and cope with difficult situations which may arise at school and beyond.
- To ensure all incidents of bullying behaviour are fully investigated and dealt with fairly and timeously.
- To raise awareness of Restorative Practices with pupils, staff and parents in dealing with bullying behaviour.
- To provide an adult presence in the playground at break and lunchtime.
- To continue to monitor playground and classroom behaviour on a regular basis, and to investigate any allegations of bullying behaviour in a timeous manner.
- To ensure that incidents of bullying behaviour will be appropriately recorded.

RESPONSIBILITIES OF ALL STAKEHOLDERS.

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate, by example, high standards of personal and social behaviour.
- Regularly discuss bullying behaviour in school so that pupil's learn about the damage it causes to both the child who is experiencing bullying behaviour and those demonstrating, or exhibiting, bullying behaviour.
- Be alert to signs of distress and other possible indications of bullying behaviour.
- Listen to children who have been experiencing bullying behaviour, take what they say seriously and act to support and protect them.
- Report alleged or suspected cases of bullying behaviour to a member of the leadership team.
- Follow up any allegation by a parent about bullying behaviour, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying behaviour promptly and effectively.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is experiencing bullying behaviour, unless it is unsafe to do so.
- Quickly report to a responsible adult any witnessed or suspected instances of bullying behaviour, to dispel any climate of secrecy and help to prevent further instances.

Anyone who is experiencing any bullying behaviour should:

- Not suffer in silence and speak to an adult in school who will support them in order to have the courage to speak out and put an end to their own situation and that of others in the future.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying behaviour.
- Advising their children to report any bullying behaviour to a responsible adult and explain the implications of allowing the bullying behaviour to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying behaviour.
- Informing the school of any suspected bullying behaviour, even if their children are not involved.
- Co-operating with the school, if their own child is accused of exhibiting or demonstrating bullying behaviour.

The Responsibilities of All

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying behaviour.

Definition of a Responsible Adult

- Head Teacher
- Depute Head Teacher
- Principal Teacher
- Class Teachers
- PSA (Pupil Support Assistant)
- Office Staff
- Kitchen Staff
- Janitor
- Cleaning Staff

Procedures For Dealing With Incidents of Bullying Behaviour

- Report any incidents of suspected bullying behaviour to a Responsible Adult.
- Report incidents of bullying behaviour to a member of the Management Team.
- Investigate thoroughly the incident of alleged bullying behaviour.
- Record the incident and the result of the investigation.
- Follow up on any incidents or required actions with staff, pupils and parents, to ensure they have been successfully dealt with and are not continuing.
- Bi-Annual authority return to be completed.

Intervention Techniques Include the following:

- Peer Mediation
- Bounce Back Resilience Programme
- Cool in School Programme
- Circle Time
- Playground Buddies and Supervision
- Social Skills Groups
- Staff Training
- Appropriate Authority and In-house CPD
- Circle of Friends Programme

Arrangements for Monitoring and Evaluating Policy

Policy/procedures to be reviewed regularly in line with ERC's Standard Circular 8a- Bullying and Anti-Bullying.