



### Appendix 3

## Anti-Bullying and Anti-Racism Policy

### 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 and racist behaviour.

*The incorporation into Scots law of the United Nations Convention on the Rights of the Child (UNCRC) will hopefully ensure that all children and young people are able to enjoy their rights at all times. This includes Article 2 (non-discrimination) and 29 (goals of education):*

*Article 29: Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.*

*Article 2 (non-discrimination): The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background.*

### 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.

### Definition of Racism

Racism is a complex issue and there are many definitions. In simple terms, racism is when someone typically in a racialised minority is discriminated against because of the colour of their skin, nationality, ethnicity (which includes culture, religion and/or language) or national origin/heritage.

### Racist behaviour can include:

- Isolating or marginalising someone because of the colour of their skin, nationality or ethnicity\*. (\*Ethnicity includes culture, religion and language.)
- Verbal or non-verbal abuse, e.g. threats, derogatory name-calling, gestures, racist jokes
- Taking or damaging property, for example with racist graffiti
- Physical assault and harassment, e.g. hitting, tripping, pushing, kicking
- Visual - racist text or images such as posters, notices or graffiti
- Cyber - using social media and messaging platforms to promote or incite racism
- Incitement of others to behave in a racist manner
- Provocative behaviour such as wearing racist symbols
- Refusal to co-operate with other pupils because of their ethnicity, or their perceived ethnicity.





## NETHERLEE PRIMARY SCHOOL and NURSERY CLASS



### **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 and/or racist 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 and/or racist behaviour.
- To continue to monitor playground and classroom behaviour on a regular basis, and to investigate any allegations of bullying and/or racist behaviour in a timeous manner.
- To ensure that incidents of bullying and/or racist 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 and racist behaviour in school so that pupils learn about the damage it causes to both the child who is experiencing bullying and/or racist behaviour and those demonstrating, or exhibiting, bullying and/or racist behaviour.
- Be alert to signs of distress and other possible indications of bullying and/or racist behaviour.
- Listen to children who have been experiencing bullying and/or racist behaviour, take what they say seriously and act to support and protect them.
- Report alleged or suspected cases of bullying and/or racist behaviour to a member of the leadership team.
- Follow up any allegation by a parent about bullying and/or racist behaviour, and report back on the action which has been taken.
- Deal with observed instances of bullying and/or racist behaviour promptly and effectively.

#### **The Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying and/or racist behaviour, even at the risk of incurring temporary unpopularity.
- Intervene, where appropriate, to protect the pupil who is experiencing bullying and/or racist behaviour, unless it is unsafe to do so.
- Report to a responsible adult any witnessed, or suspected, instances of bullying and/or racist behaviour.

#### **Anyone who is experiencing any bullying and/or racist behaviour should:**

- Speak to a trusted adult at home or in school who will listen and act accordingly.

#### **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, or proven to be, exhibiting or demonstrating bullying behaviour.





## **The Responsibilities of All**

Everyone should:

- Work together and cooperatively.

## **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 and/ or Racist Behaviour**

- Report incidents of alleged bullying behaviour brought to your attention by a parent to your stage lead and the DHT.
- This incident of alleged bullying or racist behaviour should be investigated by the DHT and the investigation recorded.
- Parents of pupils involved will be informed of the outcome of this investigation and, where appropriate, actions being taken.
- If a child discloses bullying behaviour to their class teacher – investigate at class level and inform your stage lead.
- The stage lead will support the class teacher if further investigation is required and will record the incident and the outcome.
- The PT or DHT will follow up on any further incidents or required actions with staff, pupils and parents.
- Bi-Annual authority data to be gathered.

## **Possible Intervention and Support Approaches**

- Peer Mediation
- Bounce Back Resilience Programme
- Cool in School Programme
- [The Anti- Racist Educator](#)
- Circle Time
- [Education Scotland Inclusion, Wellbeing and Equalities wakelet](#)
- Playground Buddies and Supervision
- Social Skills Groups
- Restorative Approaches
- [Education Scotland Anti-Racist Education Resources](#)
- Appropriate Professional Development (CLPL)
- 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, PREJUDICE-BASED BULLYING AND RACISM

