



'Be Friendly, Be Ambitious, Be Responsible, Show Respect'

1. Rationale

- Balmullo Primary School is committed to provide a safe, supportive environment for all people in the school.
- The school hopes to make a difference through its commitment to tackling the issues of bullying.
- If bullying does occur, all pupils should be able to tell and know that all incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.
- For the purpose of this policy, bullying is defined as:

A hurtful abuse of power. Bullying can be verbal, physical or emotional and may involve acts such as theft, extortion, and damage to personal property. Bullying behaviour is persistent and intentional.

Bullying has four common features:

- It is deliberate, hurtful behaviour
- It can be aggressive and violent.
- It is repeated.
- It is difficult for those being bullied to defend themselves.

There are different types of bullying:

Physical: pushing, kicking, punching, hitting or any use of or threatened use of physical violence.

Verbal: name calling, sarcasm, spreading rumours, teasing, misuse of messaging systems, making derogatory comments about someone, either written or verbal.

Emotional: excluding, being deliberately unfriendly, tormenting, racial taunts, threatening or rude gestures.

Menacing: applying undue pressure to persuade victim to comply with demands.

2. Aims

The aims of the school policy on anti bullying are:

- to raise awareness in the school community of the nature and effect of bullying behaviour

- to provide up to date information about bullying
- to give a clear message to parents, children and the community that bullying will not be tolerated by implementing the Positive Behaviour Policy.
- to encourage the reporting of bullying and harassment wherever it is found
- to ensure that victims, bullies, witnesses and parents know that the school will take positive action
- to enable adults and young people to manage their lives and relationships in a positive non-aggressive way
- to maintain and develop a secure and welcoming school community where effective learning can take place.

3. Ethos and relationships

A caring ethos will encourage and model non-bullying behaviour and the view that bullying is unacceptable. This will be reflected in the support offered to victims and their families. The example, commitment and lead given by the staff of the school are vital factors in creating this ethos. During the session we have continued to work with pupils and parents in gaining a shared understanding of our school values which we feel are key to a successful and harmonious school. We refer to a variety of approaches to help support our pupils in dealing positively with bullying type behaviour, including self-regulation, Restorative Conversations, Emotion Works programme and de-escalation strategies.

4. Partnership

- We all share an expectation that educational establishments are safe and secure places of learning and we share the responsibility to ensure that this is achieved. Our aims are best achieved through partnership and collaboration. The involvement and support of young people, parents, our Parent Council, professional agencies and community groups will be helpful in ensuring that safety is regarded as everyone's responsibility. The problem of bullying is in essence a community problem.
- The support of parents in all matters relating to bullying should be encouraged from the earliest years.
- Parent Council should be consulted about their role in supporting the school's anti-bullying strategy.
- Children and staff should be consulted and kept fully informed about anti-bullying strategies. A focus for the whole school exists during Anti-Bullying Week which takes place in November each year
- A multi-agency approach is necessary in dealing with serious incidents or where there are patterns of behaviour which give cause for concern.

5. The Curriculum

- The school will adopt a pro-active strategy to prevent bullying.
- The school will offer opportunities for young people to discuss safely the issue of bullying and to listen to young people. Circle Time and our Pupil Council allow young people to speak out about the issues that they face. Peer support can also be an extremely effective tool in countering bullying.
- Within the curriculum and assessment programme there are topics related to bullying:
 - Communication skills
 - Citizenship
 - Rights and Responsibilities
 - Conflict Resolution
 - Taking responsibility for your emotional health and well being

6. Resources

There are many sources of information, resource packs and materials available to support staff and learners

- Information from the Anti-bullying Network www.antibullying.net
- RespectMe www.respectme.org.uk
- Respect for All National Approach to Anti-Bullying (Published November 2017)
www.go.scot/publicatins/respect-national-approach-anti-bullying-scotlands-children-young-people/pages/2/
- Emotion Works
- Circle Time Resources

Next Review: March 2026