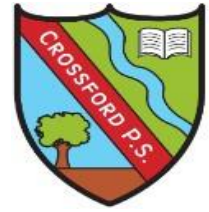


Crossford Primary Anti-Bullying Policy 2023-2024



Crossford Primary School is committed to the personal and social wellbeing of all children and young people growing up in our community. Our values are:

Respect

We will value others and care for ourselves at all times

Responsibility

We are responsible for everything we say and everything we do

Ambition

We will strive to always achieve our best

Commitment

We try our hardest on our journey to our goals and targets

and these are at the core of our ethos, underpinning our anti-bullying policy. The value of respect permeates the whole community and the anti-bullying ethos developed will apply to all members of the Crossford Primary community including: pupil to pupil; pupil to staff; staff to pupil; staff to staff; parent to staff; staff to parent.

For the purposes of this policy we define bullying as behaviour, which may or may not be deliberate, by one person or a group, which upsets, hurts, harms or injures another, impacting directly on their quality of life. Bullying may take many forms, including verbal, physical and social behaviour, and increasingly it may involve the use of technology, such as mobile phones or computers. It is likely to be associated with a power difference between those who bully and those who are bullied, to lead to hurt, fear and anxiety, and is often the result of a difference, perceived or real.

In addressing the issue of bullying we recognise that children and young people will naturally fall in and out of friendships in the course of growing up. At whatever level such conflict occurs it is important to distinguish it from bullying, and to ensure that children and their parents and carers understand this distinction. It should also be recognised of course that unresolved conflict might, in time, lead to bullying.

We believe it is important to make a distinction between conflict and bullying as describing all relationship difficulties as 'bullying' is likely to devalue the term and obscure the very real risks which we know are associated with children and young people being bullied.

Children and young people can experience bullying for a variety of reasons; where they live, their sexual orientations, gender, disability, the colour of their skin, what clothes they wear or what team they support. The one thing that these have in common is difference or perceived difference – some children and young people don't see or understand diversity, they still only see difference.

Through our policy and practice we will develop the capacity to respond to any form of prejudice based bullying, recognising the importance of the protected characteristics identified in the Equality Act 2010:

•age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

The approach of Crossford staff when addressing instances of bullying should at all times take account of the child or young person's past experiences, additional support needs the child may have and the behaviours exhibited by those experiencing bullying behaviour or those displaying bullying behaviour. We will ensure that the GIRFEC wellbeing indicators are considered when planning the support provided for children who experience instances of bullying or children who exhibit bullying behaviours.

Crossford Primary acknowledges the harm and distress caused to children and families by bullying behaviours. Bullying behaviour carried out on-line, through text, social-media and email is a more recent development. On-line bullying behaviour is often similar in nature to the traditional view of bullying but has a far greater reach due to our interconnected technological society.

Our approach to anti-bullying is set within our wider relationships and behaviour strategy, and recognises that bullying behaviour can only be fully understood within the social context within which it occurs. In that respect attributing bullying or being bullied to the personalities of the children involved is ultimately of little value. Our relationships and behaviour strategy aims to:

- develop a positive ethos and an effective approach to relationships and behaviour in all establishments, groups and services;
- encourage the personal and social development of all children;
- protect children and ensure their care and welfare.

Central to our overall approach to supporting the development of positive relationships and behaviour are the principles of raising children's awareness and understanding, supporting the development of essential skills and knowledge, and enabling children to make the right choices in all aspects of their social behaviour.

Furthermore we are committed to working in partnership with parents, identifying shared responsibilities in preventing the occurrence of bullying, ensuring the welfare of children who have been bullied, and supporting and challenging those who have bullied.

Our aim therefore is to ensure that children do not bully others because they understand the harm, which it causes, and make the choice not to cause such harm. It follows therefore that where children do not make this choice we need to engage with them educationally, supportively and restoratively rather than punitively. Such an approach may, understandably, be challenged by those who believe that children who bully should experience only negative consequences as a result of their behaviour. It is our firm belief that such an approach is ultimately counterproductive and important therefore that all staff, children and parents play an active role in the development and maintenance of a school's anti-bullying policy based on this principle; involvement and ownership contribute significantly to effectiveness

At Crossford Primary our anti-bullying **Single Point of Contact (SPoC) is Mrs Logie.**

Mrs Bernard is responsible for coordinating the anti-bullying policy and for monitoring its implementation and impact;

Anti-Bullying Education is provided through our Health & Wellbeing programme and each stage. Bullying Incidents in school are recorded internally and on Seemis where appropriate. There is annual anti-bullying training for all staff.

Crossford Staff should ensure:

- They have read the anti-bullying policies of the school and Fife Council ;
- fully understand and follow procedures for recording, managing and monitoring bullying incidents, and supporting and managing children who have bullied or been bullied;
- share relevant information concerning individual children and incidents of bullying with the child's Named Person or other professionals as required, to ensure children's safety at all times;
- include self-evaluation of this aspect of their practice, as part of the wider care and welfare agenda, within their regular review of continuing professional development.

Recording bullying incidents

All incidents that may be perceived as bullying or are reported as bullying should be reported immediately to Mrs Lorna Bernard (HT), Mrs Ewart (PT) S Logie (SPOC). Staff will be required to record the incident using the "Investigation into hurtful incident or allegation of bullying" form. This form (shown below) is available on All

Staff

This form should be handed to one of the above named contacts.

Incidents of bullying behaviour should be recorded using the Bullying and Equalities module within the school's SEEMiS Click+Go system. This will be done by the SLT or SPOC.

We must maintain an appropriate record of bullying incidents and the information recorded by the school may be the subject of freedom of information requests by parents, carers, members of the public and journalists.

Staff training

On an annual basis, all Crossford Primary staff will participate in at least one training event, organised or led by the anti-bullying Single Point of Contact.

The policy will be reviewed annually at this time

Crossford Primary

Investigation into hurtful incident or allegation of bullying

Completed by name and role:

Date:

Name and role of individual/s making the allegation e.g. pupil, parent/carer, -

Form of referral e.g. verbal report, letter, e-mail, phone call:

Details gathered to date:

Action taken to date: