

Anti-bullying and Equality



Denbeath Primary School

February 2025

[Anti-bullying Policy.docx](#)

Introduction

At Denbeath Primary School, we are committed to creating a safe, respectful, and inclusive environment where every child can learn and thrive free from fear or harm. In line with **Fife Council's Anti-Bullying Policy** and the national guidance *Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People*, we recognise that bullying is both a behaviour and its impact—affecting a child's sense of safety, wellbeing, and ability to learn.

Bullying can take many forms, including verbal, physical, social, and online behaviours, and may or may not be deliberate. Our approach focuses on **prevention, early intervention, and support**, ensuring that all incidents are addressed promptly and effectively. We work in partnership with pupils, families, and staff to promote positive relationships and uphold children's rights under the **UNCRC**.

Denbeath's policy reflects our school's values - **Honesty and Kindness**, expectations—**Ready, Respectful, Safe**—and aims to foster an atmosphere of mutual respect and kindness, consistent with our DUCK principles: **Diligent, Unique, Caring, Kind**.

Children's Rights

Denbeath Primary School's approach to anti-bullying is firmly rooted in the principles of the **United Nations Convention on the Rights of the Child (UNCRC)**. Every child has the right to be safe, respected, and included, and to learn in an environment free from fear or harm. Bullying undermines these rights by impacting wellbeing, dignity, and access to education. Our policy ensures that children's voices are heard, their experiences are taken seriously, and their rights to protection and participation are upheld. By promoting positive relationships and equality, we aim to create a culture where every child feels valued and empowered.

Prejudice based bullying

Prejudice-based bullying occurs when a child is targeted because of a perceived difference or characteristic, such as race, religion, gender identity, disability, sexual orientation, or socio-economic status. This type of bullying often stems from stereotypes and discrimination, and it can have a profound impact on a child's sense of belonging and wellbeing. At Denbeath Primary School, we actively challenge prejudice and promote equality through our curriculum and ethos, ensuring that all learners are treated with dignity and respect. Our approach focuses on

education, prevention, and early intervention to create an inclusive environment where diversity is celebrated.

The Equality Act redresses/protects against prejudice by making it unlawful to discriminate against people with the following “protected characteristics”:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race
- Sex
- Religion or belief
- Sexual orientation

Our responsibilities (school)

- **Promote a positive ethos** based on respect, inclusion, and kindness in all interactions.
- **Model appropriate behaviour** and challenge any language or actions that could lead to bullying.
- **Be vigilant** for signs of bullying, including subtle or indirect behaviours.
- **Listen and respond promptly** to any concerns raised by pupils, parents, or colleagues.
- **Record and report incidents** accurately following school and Fife Council procedures.
- **Support affected pupils** by ensuring their safety, wellbeing, and access to learning.
- **Work collaboratively** with families and external agencies when necessary.
- **Educate pupils** about bullying, prejudice, and respect through curriculum and assemblies.
- **Reflect and review practice** regularly to ensure consistency and effectiveness.
- **Maintain confidentiality** while sharing information appropriately for safeguarding.

Our children’s responsibilities

- **Treat everyone with respect and kindness**, following the school values: Ready, Respectful, Safe.
- **Avoid any behaviour that could hurt others**, including physical, verbal, or online actions.
- **Speak up if you see bullying**—tell a trusted adult or use the school’s reporting system.

- **Support peers who are being bullied**, by including them and showing kindness.
- **Respect differences** and celebrate diversity within the school community.
- **Use positive language** and avoid name-calling or discriminatory remarks.
- **Take responsibility for actions**, understanding the impact words and behaviour can have.
- **Work together to create a safe and welcoming environment** for everyone.

Family responsibilities

- **Promote respect and kindness at home**, reinforcing the school's values: Ready, Respectful, Safe.
- **Encourage open communication** so children feel comfortable sharing concerns about bullying.
- **Model positive behaviour** in interactions with others, both in person and online.
- **Report any concerns promptly** to the school, following agreed procedures.
- **Work in partnership with staff** to resolve issues and support their child's wellbeing.
- **Avoid confronting other children or parents directly**, allowing the school to manage situations appropriately.
- **Support restorative approaches** and help children understand the impact of their actions.
- **Monitor online activity** to ensure safe and respectful digital behaviour.
- **Celebrate diversity and inclusion**, helping children appreciate differences.
- **Stay informed** about the school's anti-bullying policy and guidance.



Respect Me

Denbeath Primary School supports the principles and guidance provided by **Respect Me**, Scotland's national anti-bullying service. Respect Me works to empower adults who play a role in the lives of children and young people by providing practical resources, training, and advice on preventing and responding to bullying. Their approach aligns with the national guidance

Respect for All, promoting positive relationships, inclusion, and respect for diversity. We encourage staff, parents, and pupils to access Respect Me's resources to better understand bullying behaviours, rights-based approaches, and strategies for creating safe, supportive environments.

Online bullying

Online bullying, also known as cyberbullying, happens when harmful, threatening, or humiliating behaviour takes place through digital platforms such as social media, messaging apps, gaming sites, or email. This can include spreading rumours, sharing private information, sending abusive messages, or excluding someone from online groups. Unlike face-to-face bullying, online bullying can occur at any time and reach a wide audience quickly, making its impact particularly severe. At Denbeath Primary School, we teach pupils about responsible online behaviour and digital safety, and we work closely with families to monitor and address concerns. Our approach ensures that online bullying is treated as seriously as any other form of bullying.

How we support our children to have positive interactions

- Our values and expectations
- Nurturing approach
- Being Cool in School
- Peer mediators
- Playground Buddies
- Restorative practice
- Curriculum lessons – relationships, equality, diversity
- Online safety lessons

How we support our children when they feel bullied

- Restorative conversation – Fix it Folder
- Recording
- Check ins
- Social activities, eg kitbag, craft groups

How we have reviewed our policy

- Pupil and parent action group
 - Parent information sessions
 - Parent Council
- Anti-bullying flowchart

DEALING WITH BULLYING AT DENBEATH

