



Foulford Primary and Nursery School



Anti-Bullying Policy (January 2022)

Review Date: January 2024



Policy Statement

Fife Council is committed to providing a safe, supportive environment for all people in its educational establishments. Every pupil has a right to work and learn in an atmosphere that is free of victimisation and fear.

Children have the right to protection from all forms of violence (physical or mental). They must be kept safe from harm and those looking after them must give them proper care (*The United Nations Convention on the Rights of the Child, Article 19*).

At Foulford Primary and Nursery School we are committed to providing a safe, nurturing, happy and respectful environment for all of our young people and adults. We have a shared understanding of our values within the community of our school and try to represent these in all that we do.

Our values are, respectful, resilient, aspirational and positive.

Our values are encapsulated within our school motto, "One Team, One Dream – Aspire to be the Best!"

We aim to promote an ethos where bullying behaviour is not acceptable, no matter what form it takes and to have in place a consistent, well communicated, clearly understood procedures for responding to allegations of bullying behaviour. Reports of bullying behaviour will be taken seriously, investigated fully and be dealt with appropriately with feedback given to all involved.

The policy is consistent with government guidelines, council vision and national best practice. It is linked to our school 'Nurturing Positive Relationships' guidance, Child Protection Legislation, the United Nations Conventions on the Rights of the Child and the Equality Act 2010.

What is bullying behaviour?

- Bullying is a behaviour and should be separated from the individual
- Bullying behaviour is when one or more persons say or do something in a way, which affects or hurts another person mentally, emotionally or physically.
- Bullying behaviour can happen more than once and be a deliberate action, but can also happen as a one off incident or be an unintended act towards another person.
- Bullying behaviour is always damaging and can make a person feel sad, isolated, frightened or worried.
- It can affect a person for a short time, but can also have a major impact on a person's mental, emotional and social wellbeing.
- It can be done for a variety of reasons or no clear reason.



Bullying behaviour includes: -

Verbal	Calling someone names, teasing, making verbal threats, sarcasm, spreading rumours.
Physical	Hitting, kicking, punching, pushing, spitting or any other use of violence.
Emotional	Being unfriendly, tormenting others (e.g. hiding people's belongings, threatening gestures), excluding a person from a group.
Psychological	Having an emotional impact on someone, which changes how they feel about themselves, can make the person become withdrawn, change their behaviour (e.g. not eating, sleeping, being sick).
Cyber	All areas of Internet misuse including email, Facebook, Twitter, Skype, threats by mobile phone, including text messaging and calls and misuse of associated technology, e.g. camera and video.
Prejudiced	Any comment or action to ridicule a person who is perceived as different. E.g. young carers, those who have additional support needs, who are disabled, who are looked after, who live in poverty, who are travelling families or are asylum seekers.
Racial	When people are singled out because of the colour of their skin, the way they talk, ethnic grouping or religious or cultural practices. It can include racial taunts, physical attacks, graffiti or gestures.
Homophobic	Upsetting behaviour and attitudes towards others which focus on the issue of sexuality, particularly young people who are confused or unsure about their own developing sexuality or do not conform to gender stereotypes.
Gender	Unwanted physical contact or comments, which are sexually abusive or suggestive.

Expectation of our School Community

In our vision and values statement we expect all members of our school community to show respect to every individual at all times. We do however, recognise that bullying behaviour can occur for a variety of reasons and if it does occur we aim to provide effective support systems to meet the needs of all young people involved.

Whilst the Head Teacher is responsible for introducing, implementing and reviewing the policy, all staff, pupils and parents should play an active part in the development and maintenance of our schools' anti-bullying policy.



Pupils are expected to:

- Uphold school values and adhere to class charters
- Report all incidents of bullying behaviour and suspected incidents that other pupils may be afraid to report
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school
- Be responsible digital citizens in school and beyond

Staff are expected to:

- Create a clear rights respecting charter in each classroom
- As part of the Health and Wellbeing curriculum, educate pupils on how to respect others
- Treat all allegations of bullying behaviour seriously
- Investigate and gather information of the incident
- Report all incidents to a member of the Senior Leadership Team

School Leadership team are expected to:

- Support staff and pupils when a bullying behaviour has been reported
- Monitor and report annually on the implementation policy
- Supervise the review and updating of the policy every 3 years

Parents/Carers can help by:

- Supporting our anti-bullying policy and procedures, including any consequences or sanctions, which are decided by the school.
- Encouraging their children to be positive members of their school community, face-to-face and online.
- Discussing with their child's teacher or member of the Senior Leadership Team any concerns that their child may be experiencing.
- Helping to establish an anti-bullying culture outside of school and within the community.
- Speaking to the Head Teacher if their concerns are serious and/or are ongoing.
- Parents invited to an annual input by police on online safety

Concerns, Complaints and Compliments

If you have concerns or complaints regarding how an incident of bullying behaviour has been dealt with please contact the class teacher in the first instance. We encourage an open door policy where you can speak to any member of the Senior Leadership team. Should you remain dissatisfied the Head Teacher will advise you of the next steps available to you. We are also pleased to receive compliments or feedback from parents when things have gone well.

Prevention of Bullying Behaviours



At Foulford Primary and Nursery School we are committed to implementing strategies to raise awareness of bullying behaviours and to prevent these happening in our school.

These are:

- Celebrating Anti-Bullying Week annually and highlighting key messages at Pride Times
- Referring to and educating our pupils through our health and wellbeing programme about respecting others and how to respond to bullying behaviours
- Highlighting a focus value every week and using this shared language to model and recognise positive behaviours
- Promoting anti-bullying by displaying posters highlighting the action an individual should take if someone they know is involved in bullying behaviour across the school
- Raising awareness of digital rights and online safety in Health and Wellbeing lessons and through key inputs in P3 and P6 provided by external partners
- Providing information on the school website and in the school booklet
- Issuing annually a leaflet for pupils on what to do if someone is experiencing bullying behaviour
- Continue to work on our Level 2 Rights Respecting Schools Award
- Supporting staff in accessing training which increases their awareness and understanding of bullying behaviours
- Providing a pupil's suggestion box in all classes
- Supporting and nurturing pupils emotional and social development through restorative discussions and our health and wellbeing lessons
- Promoting equality, equity and diversity through the school curriculum
- Supporting pupils in a safe environment
- Consulting with our pupils on how best to communicate this policy

ACTION



When an allegation of bullying behaviour is made we will take the following action, as appropriate:

Step 1: On seeing or receiving an allegation of bullying behaviour the member of staff should listen and ascertain the facts of the alleged incident.



Step 2: The member of staff should then decide on the appropriate action:

- Talking to all pupils involved (individually) to gather information to create the full picture
- Pass on the information to all relevant staff and/or parents as soon as possible



Step 3: The member of staff will decide the next appropriate action:

- Restorative discussion – to plan an agreed way forward (*This may involve all pupils together, depending on the nature of the incident*)
- Update those involved about the situation and the agreed way forward
- Parental involvement: telephone call or meeting
- Apply appropriate consequences or sanctions e.g. losing part of break time, restricted area in the playground, supervision in the playground, change of place to line up, parent support when travelling to and from school, daily check-in with a member of the Senior Leadership team, daily/weekly check-in with parents etc.
- Incident logged on Pastoral Notes within SEEMIS.
- Referral for further support if required e.g. counselling, Educational Psychologist



Step 4: If the behaviour continues after implementing some of the strategies identified in Step 3, then,

- The action will be recorded on the Alleged Bullying Incident Log, monitored by Fife Council and a copy made for pupil's PPR.
- A temporary exclusion, from the class setting will be established. This would last between 1-4 days, and pupils would be monitored by a member of the Senior Leadership Team.



Step 5:

- If the behaviour continues after an exclusion from the class setting then a temporary exclusion from school (1-4 days) will be imposed to allow school staff to liaise with outside agencies to establish a plan, to ensure that the bullying behaviours cease on the child's return. The plan would be agreed with parents and pupils before readmission to the school.

Responding to Bullying Behaviours outside the school premises



We know that bullying behaviours can occur outside the school gates and via mobile phones and social network internet sites. The bullying behaviour may be carried out by pupils from our school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying behaviours off the school premises we will:

- Advise pupils and parents how to avoid or handle bullying behaviours outside of school
- Parents can also get advice from the community police based in Cowdenbeath (*contact details also available from the school*)

Use of Mobile phones in School:

The use of mobile phones is not permitted in our school. Pupils, who need to have a phone in school for after school arrangements, should sign this in at the school office. If parents could send in a letter to explain why their child requires to have a phone at school.

Monitoring and Evaluation

A regular review of all alleged bullying reports will be undertaken by the Senior Leadership Team to identify any significant trends. This will lead to appropriate action being taken if necessary. A review of the strategies used to raise awareness regarding anti-bullying and to prevent bullying behaviours taking place will be conducted annually. The policy and procedures will be reviewed every three years.

Appendices

Appendix 1: Information Leaflet for young pupils

Appendix 2: Information Leaflet for older pupils