



Anti-Bullying Policy

November 2024 (Updated)

Policy Statement

Rationale

Bullying can have a profound impact on children's lives and can have a lasting effect on them. It can undermine their self-esteem and self-confidence and often result in lifelong consequences. We are completely opposed to bullying and do not tolerate it. This policy on Anti-Bullying has been drawn up within the school's ethos of promoting positive behaviour.

Masterton Primary aims to:

- Reduce, prevent and respond effectively to bullying.
- Improve social behaviour through an effective strategy which actively involves children, parents/carers and staff in positive approaches.
- Ensure, through training and participation, the underlying values of Masterton Primary School of honesty, responsibility and respect are understood and implemented by all those involved.
- Ensure that there are effective methods for monitoring, evaluating and reporting on the effectiveness of this policy including any effects on minority groups.
- Ensure everyone in the school community works together to stamp out bullying.

The school community includes: pupils, parents, all teaching staff, PSA staff, kitchen staff, janitorial staff, Parent Council, school nurse, community police and other visitors to the school.

What is Bullying?

For the purposes of this policy we have adopted Fife Council's definition of bullying which is as follows.

'Bullying is defined 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.'

Forms of Bullying

More specifically Bullying behaviour can include:

- Name calling
- Hitting, kicking, punching
- Damaging or stealing property
- 'Ganging up' on people
- Teasing about personal or physical differences
- Teasing about family/domestic/cultural situations
- Threatening
- Shouting, Swearing, verbal abuse
- Extortion
- Malicious Gossip
- Forcing someone to do something they do not wish to do
- Isolating someone
- Sending offensive electronic communication of any kind (text, email, twitter, blog, images etc.)

It is becoming increasingly common that Bullying behaviour takes place on Social Media platforms. Although this takes place outside of school hours the resulting consequences are more often than not brought into school.

Prevention of Bullying

Staff must ensure that an anti-bullying ethos underpins all work we carry out in the school. The approach we take in our school is one of prevention and disclosure.

To prevent bullying we encourage children to talk and share their concerns related to bullying behaviours. With everyone aware of bullying and the consequences we aim to prevent it taking root. Role-playing situations in drama, IDL topics, HWB and RME may focus on bullying behaviours at various times.

It may be that a child does not want to disclose that they are being bullied due to fear of potential consequences. However every effort will be made to reassure all children that their concerns will be taken seriously and that we will do everything in our power to ensure there is a positive outcome following a disclosure.

In order to be pro-active in addressing bullying behaviours, our school will:

- Ensure staff attend annual anti-bullying training
- Have a named member of staff as an Anti-bullying Single Point of Contact
- Ensure that all stakeholders have an awareness of, and access to, the school's Anti-bullying Policy.
- Raise awareness of bullying during class circle times and assemblies.

Action

- All alleged incidents or accusations of bullying behaviours, which are brought to the attention of school staff, will be fully investigated. In the first instance this will be done by the class teacher and the management informed of the situation.
- Parents will be informed
 - if the bullying behaviour persists
 - if the bullying behaviour is deemed to be of a serious nature
- Parents will also be informed if the allegations of bullying are not true.
- Bullying incidents will be recorded and monitored, where appropriate, using the council-wide recording system SEEMiS in line with guidance issued by the Directorate.

Summary

Staff, pupils and parents share the responsibility of fostering respectful relationships and following the policy. Further to this incidents of bullying will be pursued until the situation is resolved and all parties can return to a safe and secure environment that supports teaching and learning.

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Appendix of Resources

Useful websites

<https://www.respectme.org.uk/>

<http://www.bullying.co.uk/>

<https://ceop.police.uk/>

<http://www.anti-bullyingalliance.org.uk/anti-bullying-week/resources/>