

Methilhill Primary School - Anti- Bullying Policy

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1 Policy Statement

Methilhill Primary School is committed to the personal and social wellbeing of all our pupils. We work hard to achieve a positive ethos and a climate of respect and trust. We aim to provide our school community with a learning environment free from any threat or fear, as a matter of right and as a prerequisite to effective learning and development

2 Definition

At Methilhill, we define bullying as a 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 display bullying behaviour and those who are experiencing bullying behaviour, leading to hurt, fear and anxiety, and is often the result of a difference, perceived or real

3 RespectMe

RespectMe is The Scottish Government's Anti-Bullying Service launched in 2007. Its core approach is to label the behaviour and not the child. It recognises bullying is both the behaviour and the impact

In Methilhill, we agree labelling young people as "bullies" or "victims" can be disempowering and unhelpful to changing their behaviour or supporting their recovery from the impact of bullying. Labelling an action as bullying behaviour is a more effective way of motivating a child to change that behaviour. The words "bully" and "victim" can stigmatise and stereotype.

Therefore, in Methilhill the terms: "**involved in**", "**displaying**" or "**experiencing**" will be used when addressing bullying behaviour, if and when they arise.

In Methilhill all stakeholders will be aware of and encouraged to use this language. Bullying behaviours are never acceptable and our whole school community have a role in addressing bullying behaviour. We must work in an open and honest manner when addressing any bullying issues.

It should be noted that commonly, bullying behaviour is displayed as a result of prejudice. Prejudices can be based on body image, disability, sexuality, race/ethnicity, sectarianism, sexism/gender, transgender/gender reassignment, religion/beliefs and or socio economic factors. Prejudice based bullying can also occur if children or young people are asylum seekers/refugees.

4 Expectations of the Whole School Community

As detailed in the Policy Statement, at Methilhill Primary School we aim to provide our school community with a learning environment free from any threat or fear, as a matter of right and as a prerequisite to effective learning and development. To facilitate this, there are expectations and responsibilities of our whole school community.

It is expected that all Pupils, Staff, Senior Management Team and Parents/Carers will:

- Promote, follow and be a Role Model of our School Vision and Values
- Promote and demonstrate positive behaviour

- Participate in all learning opportunities to develop skill in conflict resolution e.g. in class teaching and learning, staff training and parent/carer information sessions
- Be familiar with Methilhill's Anti Bullying Policy and the language used
- Be familiar with the potential signs that someone may be demonstrating, involved in or experiencing bullying behaviour
- Report all incidences of bullying, suspected or real to a member of staff with whom you feel comfortable talking to
- Be aware of whom incidents of bullying should be reported to
- Be aware that by telling a member of staff, they cannot keep what they are told a secret and that they will have to share the information with others but only in order to resolve the bullying behaviour taking place
- Report incidences in a timely manner and take each report seriously
- Work collaboratively when resolving issues of bullying behaviour

5 Promoting Our Vision, Values and Positive Behaviour in the prevention of Bullying

Our whole approach to positive behaviour and relationships aims to support the prevention of bullying. We promote our school values, enhance children's self esteem and provide our learners with the skills that they need for life, learning and the world of work in a place where they can feel safe. We work in a **proactive** and **positive** way using strategies, which include:

- Following, promoting and Role modelling our School Values: Respect, Kindness, Politeness, Honesty, Fairness and Teamwork.
- Class Dojos (links with home) - Pupil Reflection Sheets if required
- Discussions - one to one, group work, whole class
- Assemblies
- Opportunities for children's voices to be heard e.g. Pupil Council, SIP Groups
- Cool in School strategies
- Rights Respecting Schools
- Restorative Approach used to address unacceptable and inappropriate behaviours - Restorative Stations in Classrooms and Playground
- Curricular Programmes and resources including our Emotional Literacy and Drama
- Celebrating success - Golden Book
- Peer Mediation
- Playground Buddies
- Anti-Bullying Week
- Anti-Bullying Working Group (Parents/Carers and Pupils)
- Training opportunities for Pupils, Staff and Parents/Carers

6 Action

When an incident of bullying takes place or is reported to a member of staff at Methilhill Primary School, staff will:

- Take all incidents and reports of bullying very seriously.
- Staff will deal with the incident/report of bullying in a timely manner.

If the incident or report of Bullying Behaviour is made to a Member of Staff who is **not** on the Senior Leadership Team, the **Member of Staff will:**

- Talk to the young person experiencing the bullying behaviour. This will be done in a sensitive way ensuring the child is not put into a more difficult situation or uncomfortable position. At this time, care will be taken to label the behaviour.

- Staff will try to deal with the incident restoratively, working through a Restorative Action Plan.
- If the staff member and the children involved, are satisfied with the outcome the staff member will let the appropriate member of the Senior Leadership Team know.
- A Restorative Action Plan or, another document which is personalised as seen fit to each situation, must be filed in and for each child's incident folder. The member of staff will inform the event to line manager for monitoring purposes.
- If the staff member and/or the children involved feel the incident has not been resolved and that it needs to be dealt with out with the class, the Member of Staff will pass on the information to the appropriate member of the Senior Leadership Team.

Incident and reports of bullying that are made directly to a Member of the Senior Leadership Team or an incident that could not be resolved in class/playground is passed to the Senior Leadership Team, The member of the **Senior Leadership Team will:**

- Talk to the young person experiencing the bullying behaviour. This will be done in a sensitive way ensuring the child is not put into a more difficult situation or uncomfortable position. At this time, care will be taken to label the behaviour. However, if the young person experiencing the bullying is finding talking about the problem difficult and they have already shared what has been happening with a member of staff, parent/carer or friend, then that person/people may be asked to share the information on their behalf.
- Make a further attempt to deal with the situation restoratively.
- Where pupils do not respond to preventative strategies to combat bullying behaviours, firmer action will be taken.
- Make decisions on what action will be taken in response to those involved in or displaying bullying behaviour.
- Communicate with Staff/Parents/Carers on incidents of bullying behaviour. The Senior Leadership Team will use their professional judgement to decide if they will contact parents/carers. For example, a physical fight would result in an immediate phone call home however if a child was to push another child, this may be dealt with in school and a phone call home may only arise if this becomes a pattern of behaviour.
- Senior Leadership Team will provide a Restorative Action Plan or another document personalised to each situation, as seen fit, for pupil incident files.
- Work collaboratively with class teachers and parents/carers to monitor any patterns in bullying.

7 Monitoring, Evaluating and Review

It is essential that the incidents of bullying behaviours be monitored. Incident Files has been set up in class where all records of experiencing, displaying or being involved in bullying behaviour must be recorded for each child.

This record will help MPS detect any patterns in bullying behaviours and can inform the teaching and learning in the classroom.

Each year our policy will be evaluated and reviewed in the following ways:

- Review of the bullying incident file system
- Consultation with pupils through e.g. class discussions, Anti-Bullying Pupil Group
- Discussions with staff at departmental and staff meetings
- Staff training to update skills when required

- Consultation with parents through Anti-Bullying Working Group, Presentations and Questionnaires.

Further Information

- During the session, August 2015 - July 2016, the following Senior Management Team remits apply should you or your child wish to report an incident or suspected incident of bullying behaviour direct to Senior Management. The same Senior Management Team will deal with incidents of bullying behaviour that have not been resolved in class. They are also responsible for monitoring incidents of bullying behaviour within their department.

Primary 1 - Mrs Meeks/Miss Thomson
Primary 2/3 - Mrs O'Neill
Primary 4/5 - Mrs Donaldson
Primary 6/7 - Miss McGill

- This Policy should be read in conjunction with Respectme Publications:

Bullying... A Guide for Parents and Carers
Bullying... What can I do?
Cyberbullying... what you need to know.

Acknowledgements

This policy was formulated with guidance from Respectme and Fife Council.

This policy was formulated in consultation with the pupils, staff and parents/carers of Methilhill Primary School.

For additional support documents please visit www.Respectme.org.uk and our school website www.fifedirect.org.uk/methilhillps