

# Newburgh Primary School

## Anti-Bullying Policy



August 2023

## **Policy Rationale**

### **(This policy should be read alongside our Relationships, Behaviour and Wellbeing Policy)**

#### **A policy statement:**

Newburgh Primary School and Nursery is committed to providing a safe, supportive environment for all young people in its care.

*“Every pupil has a right to work and learn in an atmosphere that is free from victimisation and fear.”* (Respect Me, Scotland’s anti-bullying service).

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

We are committed to this ethos and seek to ensure, as far is reasonably practical, the prevention of all forms of bullying. 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. Such difficulties, disagreements or conflicts might be relatively minor and short-lived, but at other times may lead to serious conflict requiring direct intervention to ensure resolution. 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 expect anyone who knows that bullying behaviour is happening to tell a member of staff or a trusted adult.

#### **Aims of Policy**

- To create an ethos which values, respects and protects the right for each member to be within a friendly, safe environment.
- To develop, through example, practice and curricular activities, attitudes and skills which will prevent bullying and promote positive relationships, behaviour and self-regulation strategies.
- To encourage pupils and adults look after each other and know that all staff will listen and act on concerns.
- To foster active parental support.
- To follow the guidance laid down in our *Anti Bullying Policy and the Relationships, respect and Behaviour Policy*.

**The Single Point of Contact (SPoC) for bullying is the Headteacher, Susan Ewing.**

Our specific and full Anti-bullying policy can be requested from the school office.

Please also find the Fife Council policy by clicking the link below.

Fife Council - [Anti-bullying Directorate Policy \[2018 revision\] 1.pdf](#)

## **Advice for Parents to Enhance Relationships and Positive Behaviour**

We strongly believe that it is important that parents are involved in the reinforcement of positive behaviour whilst supporting the development of positive relationships and the overall wellbeing of their child.

Parents will be made aware of any problem with behaviour, wellbeing and relationships when we feel that their child requires additional support from home or school. Low level behaviours will be dealt with in school. The Headteacher will contact parents should a difficulty arise or if negative behaviours continue and we will keep parents informed with regards to expectations within school and support that is on offer/in place.

You can help by:

- Talking and listening to your child when they have worries to share or if they want to share positive experiences
- Communicating with school via their teacher or the SPoC if your child is unhappy, requires support with relationships or they seem anxious
- Embedding our school values of kindness, respect, achievement and honesty when at home or in the local community
- Revisiting learning around relationships, how to be a good friend and what to do if they feel sad about relationships
- Enabling your child to be confident in how they handle difficult situations e.g. use restorative language, walk away, seek help from an adult
- Celebrate success with your child and share this with school/nursery
- Encourage your child to share concerns with staff in school/nursery – we are here to help.

Newburgh Primary School created our vision and values with the school community, staff, pupils and parents and this underpins our school ethos.

### **NEWBURGH SCHOOL VALUES**

- **Respectful**
- **Honesty**
- **Kindness**
- **Responsibility**
- **Teamwork**
- **Fulfilling Potential**

**Vision – LEARNING FOR LIFE**

## **What is bullying?**

Bullying is defined as: - "Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face to face and online."

### **Respectme, 2015**

Bullying can be emotional, physical, verbal, carried out in person or via social media or through other forms of technology. Prejudice based bullying can include discriminatory behaviours that focus negatively on protected characteristics in the Equality Act 2010 as well as other characteristics including;

- Additional support needs
- Age
- Asylum seekers and refugees, racism
- Body image and physical appearance
- Disability
- Gender, Gender Identity, sexism, sexual orientation
- Gypsy/ Travellers,
- Looked after Children
- Religion and belief, sectarianism

### **The Role of the School**

At Newburgh Primary School we will ensure that awareness of bullying is raised through the curriculum. This will be addressed within our Health & Wellbeing curriculum, through assemblies and through our school values and ethos created by all in our school.

Within the curriculum pupils will be encouraged to develop strategies to deal with incidents of bullying through the Health and Wellbeing education and class/school discussions.

All pupils will be made aware of the support available to them if they are a victim of bullying.

Bullying incidents will be dealt with promptly and recorded on Seemis (the school management information system).

### **The Role of Parents & Guardians**

We ask that school is made aware of any incident of bullying reported by a child to their parent or guardian. Prompt notification to the school will enable immediate action to be taken to prevent the situation escalating.

### **Identification of Incidents of Bullying**

A child may indicate by signs or behaviour that he or she is being bullied. It is important to be aware of these possible signs and take investigative action if your child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)

- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Any concerns should be referred immediately to the school.

### **Dealing with Referrals**

All referrals of bullying are logged in SEEMIS so that repetitive patterns, even if over an extended period of time, can be identified, tracked and tackled.

Upon referral, incidents of bullying may be dealt with on several levels depending on the nature of the incident in question.

The school adopts a restorative approach to promoting positive and respectful behaviours and actions.

The Headteacher will meet with the pupil and their parents to discuss the bullying incident and to plan a way forward.

If the bullying/behaviours continue, a further meeting will be called and next steps discussed with parents and other members of the school team such as our Support for Learning teacher, our Educational Psychologist etc.