

Anti-Bullying Policy

Core Values



At Pitreavie Primary, we have a responsibility to create a safe, nurturing and secure environment for all pupils so that parents may send their children to school with confidence they will be protected from bullying. We all work together to create a happy, learning environment. We recognise that it is everyone's responsibility to prevent bullying behaviour in the first instance, but where required, we will manage any incidents or suspected incidents of bullying quickly and effectively.

Objectives

In adhering to this policy, we aim to meet the following objectives:

- Create a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- Work to raise awareness of the issue of bullying behaviour, through a partnership of parents, staff and pupils
- Encourage a positive attitude towards relationships.
- Identify and deal with incidents of bullying behaviour consistently and effectively.

At Pitreavie, we use the nationally agreed definition of bullying (Respect Me) which is as follows:

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 and left out. This behaviour happens face to face and online.

Protected Characteristics

Bullying may be related to a number of prejudices and for the purposes of this policy, Pitreavie Primary School recognises the importance of the protected characteristics as contained within the Equality Act 2010 and ensure we are in line with Fife Council's aims.



Preventative Strategies

To meet the objectives of this policy, it is essential the school embrace a range of strategies to prevent any instances of bullying behaviour in the first instance.

Through the focus of Children's Rights, at the beginning of each school year, pupils learn about relationships and behaviour in class. This includes understanding the difference between normal conflicts and bullying. Pupils discuss strategies to manage difficult situations, to seek solutions, to negotiate and to compromise. These are essential life skills and will help build resilience.

Understanding what bullying behaviour looks like and what to do if they or anyone else is experiencing bullying behaviour is important. We strongly encourage children to speak to a safe adult if they feel threatened, unhappy or worried.

Reactive Strategies

Whilst the priority of this policy is to prevent all types of bullying behaviour in the first instance, we will address all notified, alleged incidents or concerns around conflict or bullying behaviour which involves any child within our care. This will be done quickly and effectively using a restorative approach which allows all voices to be heard.

All staff will use their knowledge of the children involved when deciding upon the most appropriate course of action to take.

Managing and Investigating Incidents

We may use some or all of the following strategies in the first instance:

- Comfort, support and reassure the child
- Encourage empathy with all involved
- Make it clear that bullying behaviour is wrong and why
- Encourage children to reflect on their actions
- Plan for strategies to be used in the classroom and playground to address underlying social issues.
- Log all incidences of bullying behaviour on Fife Council's Bullying and Equalities system

The recording and monitoring of bullying incidents is essential and can provide valuable information on the scope and scale of the issue in order to ensure appropriate antibullying interventions. This data can help us to track relevant patterns which will help us to address bullying incidents efficiently. These examples of instances that would be recorded:

Name calling, teased, put down or threatened
Hit, tripped, pushed or kicked
Belongings taken or damaged
Being ignored
Spreading rumours
Abusive messages
Targeted because who of they are/perceived to be
Racism or Racist incident
Gender Based Violence

It is important that the appropriate support is put in place for all children and young people involved in a bullying incident. This may be through pastoral support and could include peer support, solution-oriented approaches/restorative approaches.

If after investigation an incident is deemed by school as bullying

- The child who has been bullied will be supported and their views will be central to the way the bullying behaviour is dealt with.
- Involving the child experiencing the bullying behaviour in the solution helps him/her to develop confidence in their own ability to manage and take control of situations.
- Meetings will be sought with the parents of both parties, both to alert them to the situation and to discuss actions and solutions.
- We will work with pupils who display bullying behaviour to support a change in their conduct. To do this effectively, we need to try and understand the root cause of the behaviour.

All staff take reports of bullying seriously, In order to be proactive in addressing bullying behaviours, our school will:

Ensure staff attend annual anti-bullying training.

Model and teach healthy, nurturing relationships.

Embed Fife Council's Core Approaches of De-escalation and Trauma Informed Practice.

Ensure that all stakeholders have an awareness of, and access to, the School's Anti-Bullying Policy.

Working Together to Support Your Child

