Torryburn Primary School



Anti-Bullying Policy

November 2018

**Torryburn Primary School Anti-Bullying Policy**

**Aims**

Torryburn Primary School is committed to protect and support the personal and social wellbeing of all children attending this school. All staff are committed to supporting our children to optimise their learning and social experiences at school and within the community. We will all help each young person achieve their rights and enhance their development and life chances. The use of our values: Kindness; Honesty; Hard Working will enable us to promote a happy and welcoming school ethos where children feel safe and valued.

**What Are Bullying Behaviours?**

For this policy bullying is defined as behaviour which: upsets, hurts, harms or injures another, impacting directly on their quality of life.

Bullying is a behaviour and should be separated from the individual. It can be a single incident or a prolonged pattern of behaviour when one or more persons say or do something in a way which affects or hurts another person mentally, physically or emotionally. Bullying behaviour is always damaging and can make a person feel sad, isolated, frightened or worried.

Bullying behaviours can include but are not limited to:

* Physical assaults such as hitting, kicking and biting.
* Name calling, teasing and intimidation.
* Isolating an individual and belittling them.
* Causing deliberate damage to personal property, hiding or stealing personal property.
* Cyber bullying where technology is used often on social media sites or by email.
* Discrimination, treating somebody differently because of their appearance, race, gender, sexuality religion or disability.

**Possible signs to watch for**:

* A child appears withdrawn or anxious
* Their behaviour becomes defiant or aggressive
* Belongings may be lost or damaged
* Unexplained physical injuries
* A child is reluctant to go to school or socialise
* They are struggling to sleep, eat or concentrate

If parents and carers have any concerns the national service for anti bullying in Scotland is **Respectme.org.uk** for further advice on possible signs.

It is important to note that many people experience disagreements and conflict from time to time and we must be mindful to distinguish between these and bullying. Bullying behaviour is associated with a power difference between the parties whether perceived or real which leads to fear and anxiety. It is vital that we deal with the behaviours and not label someone as a “bully”. Any experience with bullying has an impact on the child, family, school and the wider community and would be treated seriously.

**Roles of the School Community**

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| --- | --- | --- |
| **Child** | **Carers/Parents** | **School Staff** |
| * Report incidents of bullying * Report any bullying behaviours you think may be happening to someone else * Treat everyone you meet equally with respect * Be a good friend * Think before you speak * Follow and promote our vision, values and aims | * Listen and provide reassurance to your child * Encourage your child not to hit back but to seek support * Advice can be sought from the school website or from Respectme.org.uk * Report concerns to the school via the school email or to the class teacher at the end of the school day * Work in partnership with the school * Ensure that children are aware of bullying behaviours and know they must report it | * Act as a role model * Be aware of tensions * Make sure you know the anti-bullying policy * Follow the procedures in the policy * Support affected children * Share relevant information when necessary to ensure safety and wellbeing of children * Report changes in presentation or behaviour of children * Review practice and professional development regularly * Follow and promote the school’s vision, values and aims * Ensure that children know about bullying behaviours and know how to access support * Ensure all situations are dealt with however sensitive |

**Prevention, Safeguarding our Children**

Torryburn Primary School aims to minimise bullying behaviour by promoting positive relationships and an ethos. All members of our school community will treat each other with kindness, include all, nurture each other, be honest, open and respect everyone equally. With all staff members acting as role models displaying these values we aim to promote a culture where all bullying behaviour is eradicated.

Assemblies, celebrating success, sharing ‘positive notes’ with families, use of restorative approaches and ongoing learning and teaching around the Wellbeing Indicators are further ways we will use to reinforce the message that bullying is not part of Torryburn Primary School.

These approaches empower our children to use strategies for example: saying “I don’t like that” along with a hand shield, walking away and telling an adult.

**Action**

Any incident of bullying will be dealt with and investigated as soon as practicable by the Single Point of Contact and a member of the leadership team. All pupils involved will be listened to and all input valued and recorded.

Any event that is investigated will be reported on SEEMiS, which is a Fife Council system for recording information about school life.

Any child or young person experiencing or displaying bullying will be supported by the school and appropriate help sought where necessary for example from school partners. Collaboration is vital so parents or carers will be advised as necessary and communication will be ongoing until the matter has been satisfactorily resolved.

We know that bullying behaviours can occur outside school. 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 the bullying behaviours outside of school; parents can also get advice from the community police.

Restorative Approaches will be used to resolve conflicts and incidents of bullying behaviours. This approach resolves conflict by talking through incidents with all parties. Everyone is given the opportunity to say what happened, how they felt, what went wrong and find a solution on how we can change things to ensure it doesn’t happen again.

All parties will be monitored to ensure there is no recurrence of the problems.