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*Tulliallan is a place to SHINE:*

Success Honesty Inclusion Nurture Equity

Anti-Bullying Policy

Tulliallan Primary School

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1. Introduction
2. Definition of Bullying
3. Expectations
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5. Managing issues
6. Recording of Bullying Incidents

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**Introduction**

Tulliallan’s Anti-Bullying Policy has been developed in conjunction with Fife Local Authority’s ‘Relationships and Behaviour Strategy’ and in line with the Scottish Government’s ‘Respect for all: national approach to anti-bullying’ policy. It is set within our wider relationships and behaviour strategy.

Our values are Success, Honesty, Inclusion, Nurture and Equity. Positive relationships, restorative approaches and respect lie at the heart of our school community. We believe that bullying is never acceptable and that all of our children have the right to learn in a safe, secure and happy environment.

Our children and staff work together to make sure that we all have a good understanding of The United Nations Convention on the Rights of the Child. Children’s rights, learning about these, and making sure they are protected, form an important part of the work we do in school.

This policy document is designed to provide:

• clarity over the definition and understanding of bullying behaviour

• expectations regarding behaviour for all within our school

• clear commitment to promoting proactive approaches to positive relationships

• a range of strategies that are used to prevent bullying and respond to it

• information around the recording and monitoring of bullying behaviour

This policy is designed to apply to our whole school community, including children, teaching and non-teaching staff, parents and carers as all have a shared responsibility for its implementation.

Graphical user interface, table

Description automatically generated with medium confidence

In Scotland, 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)*

Part of the process of creating this policy involved the adults and children in school working together to create a simplified version of this statement to help build our confidence in discussing and understanding it:

“Bullying is when someone’s words or actions leaves someone feeling sad and powerless inside.”

**Definition**

It is every child’s right to be safe from harm and to be treated with respect. Bullying behaviours breach a number of articles outlined under the UN Convention on the Rights of the Child (UNCRC). As adults, we have the responsibility to provide children and young people with the safety and protection required to safeguard from bullying behaviours.

Our children have identified the behaviours below as behaviours which would cause them to feel hurt, threatened, scared, and isolated. We agree that bullying behaviours can be both physical and verbal.

**Expectations**

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 ensure that our children and their families fully understand this distinction. It should also be recognised of course that unresolved conflict might, in time, lead to bullying.

We believe it is important to make a distinction between conflict and bullying. Describing all relationship difficulties as ‘bullying’ is likely to devalue the term and obscure the very real risks which we know are associated with children and young people being bullied. It can also create confusion around the nature of response or intervention required to get the best outcomes for children. Bullying is a mixture of behaviours and impacts, and adult intervention should be guided by the impact on a child or young person.

Our approach to anti-bullying is set within our wider relationships and behaviour strategy and recognises that bullying behaviour can only be fully understood within the social context within which it occurs. In that respect, it is ultimately of little value to attribute bullying or being bullied to the personalities of the children involved.

Our relationships and behaviour strategy supports:

* a positive ethos and an effective approach to relationships and behaviour across our school community
* the personal and social development of all children
* protection of all children and their care and welfare.
* a culture of mutual respect and responsibility amongst all children and the adults around them

Central to our overall approach to supporting the development of positive relationships and behaviour are the principles of raising children’s awareness and understanding of respect, kindness, and right choices. Our curriculum also supports the development of essential skills and knowledge and helping children to make ‘right choices’ in all aspects of their social behaviour.  It is important for children and young people to discuss how they feel and to help them develop resilience to manage their relationships. We know that children and young people will fall out and disagree with each other as they form and build relationships. This is a normal part of growing up and we work with the children to help them develop their ability to bounce back from this type of behaviour.

Early intervention and prevention are key elements of our approach, focused on ensuring we get it right for all of our children and young people.

We are committed to working in partnership with our families: identifying shared responsibilities in preventing the occurrence of bullying, ensuring the welfare of children who have been bullied, and supporting and challenging those who have bullied.

Our aim is to ensure that children do not bully others because they understand the harm that it causes, and make the choice not to cause such harm. Where children do not make this choice, we need to engage with them educationally, supportively and restoratively rather than punitively. Such an approach may, understandably, be challenged by those who believe that children who bully should experience only negative consequences as a result of their behaviour. It is our firm belief that such an approach is ultimately counterproductive, and it is important therefore that all staff, children and parents play an active role preventing and dealing with bullying behaviours.

**Proactive Approaches**

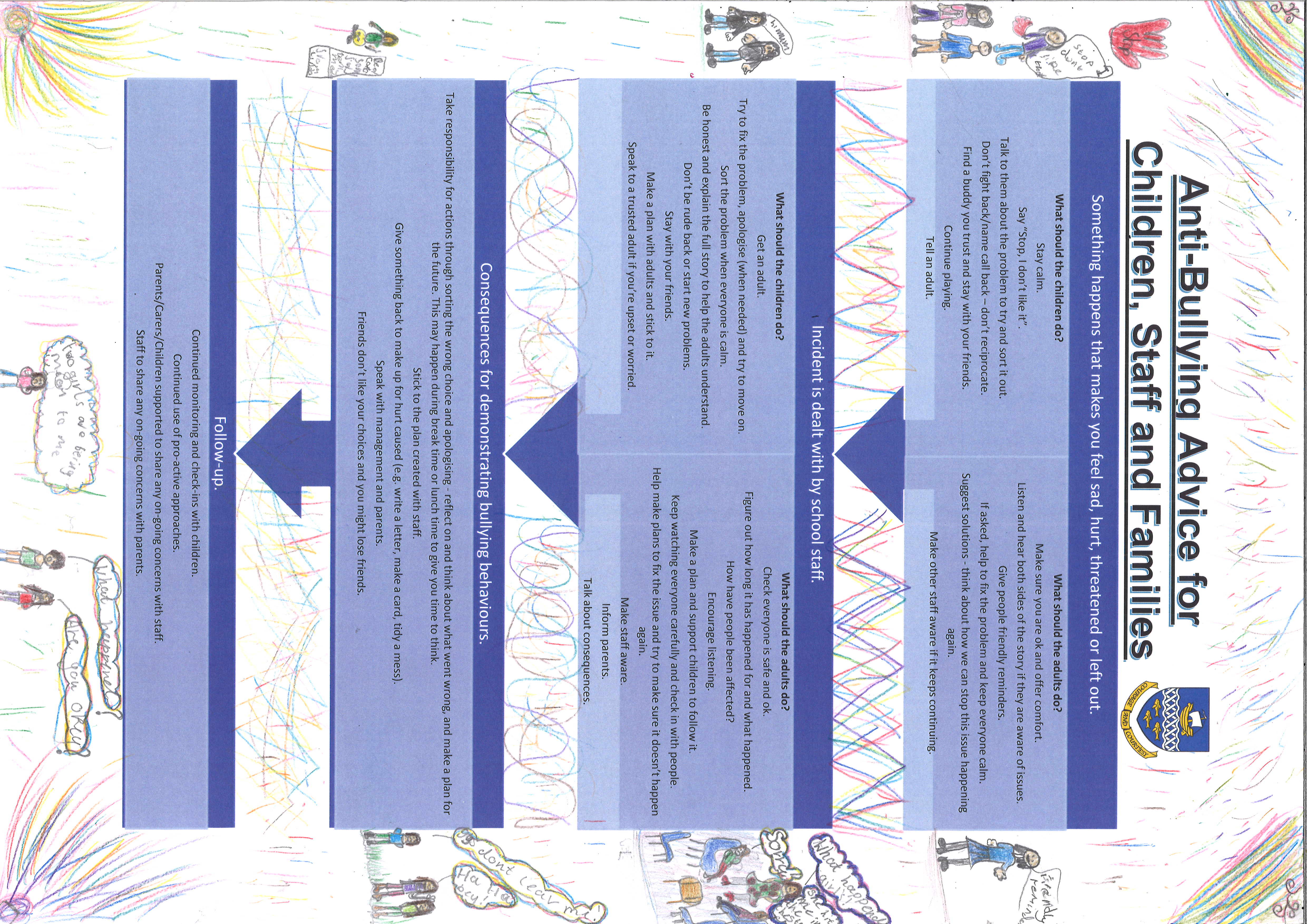
* Positive relationships modelled by all staff within school
* Staff take time to get to know children.
* Restorative conversations support development of conflict resolution and self-regulation skills
* Health & wellbeing curriculum covers friendships, relationships, and anti-bullying
* Cool in School programme taught at P1, P4 and P7 and skills reinforced throughout all classes
* Buddy classes build relationships and friendships across our school
* Emotion check-ins
* Nurture groups
* Kit bags
* Teaching about ‘Growth Mindsets’ and the ‘Learning Pit’ help to build children’s resilience
* Class/Team meetings
* P5 children receive training as Playground leaders to help them lead positive play at breaks and lunches
* P6 children receive training as Mediators to help them support others to resolve playground fall-outs and conflict

Our children can say what behaviours are expected in our school so that everyone feels happy, safe and nurtured. These are the “right choices” which will support them to build and maintain positive relationships with others.



**Managing Issues**

Our children worked together to identify what they should do when incidents occur that threaten their right to feel **safe and respected**. They identified the following as the actions that they should take, and the actions that adults around them should take to support them:



**Recording of Bullying Incidents**

