



Anti-Bullying Policy

Rationale

In Annette St we ensure zero tolerance to bullying and harassment. We believe:

It's every child's right not to be bullied and it's every child's responsibility not to bully."



What is bullying?

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)

Not all children will say they are being bullied, so staff should be vigilant. Some possible signs of bullying may be:

- Changes in mood and behaviour
- Increased anxiety
- Scratches and bruises that can't really be explained
- The child doesn't want to go to school or is having trouble with school work
- Changes in the route that is taken to school
- Torn or damaged clothing
- The child doesn't want to go out and play with friends
- Unexplained head/stomach aches and other pains
- Easily upset, unexplained tears or ill-tempered behaviour
- Fear or alarm when messages are received
- Spending more time or changing their online behaviour

Annette Street Primary School

Aims

We aim to ensure an atmosphere of respect and consideration, where everyone works together to create a secure and positive environment.

Objectives

To respect and show consideration towards others around us and guarantee that we promote positive behaviour ensuring support is offered at all times.

Key Messages

- Bullying of any type is unacceptable, and is therefore discouraged.
- We encourage and promote positive behaviour and relationship-based approaches at all times.
- We encourage children, families, staff and other users to show consideration and respect towards others.
- We take into consideration, and respect the rights and differing opinions of others.
- All reported matters will be treated sensitively, and support and advice will be offered to all involved.
- All cases relating to bullying and harassment will be taken seriously, and where appropriate, a full investigation will be carried out, and recorded on Seemis, in line with Glasgow City Council's procedures.

Supportive Procedures

A child or young person who has **experienced bullying behaviour** will receive appropriate support and protection.

Examples of good practice include:

- the child or young person is taken to a comfortable place with no distractions;
- the child or young person is listened to;
- the member of staff should confirm that bullying is never acceptable; they deserve to feel safe;
- they should be gently encouraged to talk, to find out what happened, who was involved, where and when - and notes taken;
- they should be asked what they want to see happen next;
- the child or young person should be kept up to date with progress;
- details of the bullying behaviour and actions taken is recorded in the SEEMIS Bullying and Equalities Module;
- the member of staff should inform SLT who will inform parents of the incident and action taken, if it is judged to be appropriate.

Annette Street Primary School

When a child or young person has **displayed bullying behaviour**, a member of the management team should, based on their professional judgement, endeavour to manage the resolution of the bullying incident within the school. Parents will be involved when the management team judge it appropriate &/or their active support is needed to implement a resolution of the bullying incident.

Examples of good practice include:

- taking time to understand the reasons for the bullying behaviour;
- not labelling the individual or group as 'bullies', **name the behaviour**;
- staff being prepared for a strong reaction from parents and carers, children and young people;
- staff being prepared to address prejudicial attitudes that may be behind the bullying behaviour;
- addressing what is happening behind the behaviour, even when the bullying has stopped.

Consideration should be given to the sanctions and support given to the young person displaying the bullying behaviour to ensure that interventions are intended to improve behaviour.

Such approaches might include:

- positive behaviour strategies with an appropriate member of staff, as agreed;
- restorative approaches;
- solution orientated approaches;
- involvement of educational psychologists.

Success criteria

- These guidelines will help ensure that the policy is up-to-date, adhered to and that all staff and service users are aware of it.
- All incidents relating to bullying or harassment should be reported to the **Head Teacher - Jem Anderson**, or in her absence, a member of the SMT.

Policy updated:	August 2022
Policy to be reviewed:	August 2024