

Pollokshields Primary School



Anti-Bullying Policy

RATIONALE

Bullying behaviour will not be tolerated within Glasgow City Council's education establishments. All children in Glasgow's educational establishments have an entitlement "to work (and play) in a learning environment in which they feel valued, respected and safe and are free from all forms of abuse, bullying or discrimination".

A Standard for Pastoral Care in Glasgow Schools.

At Pollokshields Primary School we are committed to providing a warm, caring and safe environment for all our children, staff and parents so that they can work (and play) in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our establishment. We take all incidents of bullying seriously. Everyone has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

AIMS AND OBJECTIVES

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. All members of our school have a responsibility to recognise bullying type behaviour when it occurs and take appropriate action in accordance with our school policy. This will happen in the following ways:

- A positive, caring ethos will be created within the establishment where everyone can work, play and express themselves, free from the fear of being bullied
- We will take positive action to prevent bullying from occurring through work carried out in our Health and Wellbeing programme of study, through drama activities, setting class rules, in circle-time and during assemblies
- We will work closely with both the victim of bullying type behaviour and the perpetrator and their families to ensure bullying type behaviour does not re-occur.
- We will inform pupils and parents of the expectations of the school and nursery and to foster a productive partnership, which helps maintain a bully-free environment.
- All staff are aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

WHAT IS BULLYING

At Pollokshields Primary School we define bullying as any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victim or victims to defend themselves. Bullying can be:

- Emotional deliberately excluding, tormenting, ridiculing, humiliating
- Verbal name-calling, sarcasm, spreading rumours, threats, insults,

- Physical teasing, making rude remarks, making fun of someone pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking and hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture or religion

It is important to understand that bullying type behaviour is not the odd occasion of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn to deal with friendship breakdowns. We all have to learn to deal with these situations and develop social skills to repair relationships.

SIGNS AND SYMPTOMS

A child may indicate, by different signs or behaviours, that he or she is the victim of bullying type behaviour. These signs and behaviours could indicate other problems but bullying should be considered a possibility and taken seriously. Adults should be aware of these signs and investigate further if a child:

- Does not want to go to school or nursery
- Is frightened of walking to or from school or nursery
- Becomes unusually withdrawn, anxious or lacking in confidence
- Is upset or feels ill in the morning
- Begins to under perform in school work
- Comes home with damaged property that they can not fully explain
- Has possessions go 'missing'
- Continually loses dinner money
- Has unexplained cuts and bruises
- Stops eating
- Is bullying other children or siblings

BULLYING COMPLAINTS PROCEDURE

All staff will respond calmly and consistently to all allegations and incidents of bullying type behaviours at Pollokshields Primary School. The allegations will be taken seriously and dealt with impartially and promptly; in the first instance by the class teacher who will then refer the incident to a member of the SMT. All those involved will have the opportunity to be heard. We will expect to work closely with the parents / carers of both the bully and the victim. All notes will be recorded on the Pastoral Notes system.

- Staff will listen to and speak to all children involved about the incident separately, including any witnesses.
- In the event of the complaint being upheld the bully/bullies will be counselled about the inappropriateness of their actions and relevant sanctions will be implemented.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying
- The problem will be identified and possible solutions suggested
- Appropriate advice will be given to help the victim(s)
- Parents of both bullies and victims will be informed of the outcome
- All staff will be kept up to date with any bullying allegations and incidents

- If possible, the pupils will be reconciled
- Support will be given to help the bully or bullies understand and change their behaviour
- A record of all bullying will be logged on the SEEMIS system
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

SANCTIONS

Any one of these sanctions or a combination will be used as each individual case merits:

- Apologise to the victim verbally or in writing
- Lose privileges, such as Golden Time or responsibilities in class and around school
- Lose playtimes
- Behaviour card put in place

MONITORING AND EVALAUTION

This policy will be promoted and implemented throughout our school. To ensure this policy is effective, it will be regularly monitored and evaluated.

The policy was drafted in August 2021 by M Smith. Any amendments or suggestions should be submitted in writing to M Smith by October 2021.