

# Thornwood Primary School

## Anti-Bullying Policy



Bullying behaviour will not be tolerated within Thornwood Primary School. Our Anti-Bullying Policy has been updated in line with Glasgow City Council's Anti-Bullying Policy.

In Thornwood Primary our aim is to develop in our pupils a respect for others with whom they share this school and community, in line with 'Respect Me Scotland'. In showing respect for others we expect our pupils to:

- Treat others the way they themselves would want to be treated
- Listen to others' opinions and ideas without ridiculing them
- Play fairly with others
- Speak to others the way they themselves would want to be spoken to
- Treat others' possessions the way they would want others to treat their own possessions.

It is important that we all understand the difference between bullying behaviour and other types of behaviour. In the day to day run of school life children do fall out with one another; they do call names and sometimes push or hit one another. These isolated incidents are dealt with as they arise, through the school's normal disciplinary procedures. Pupils must inform staff if something is concerning them. This will allow staff to address situations as they arise. Misdemeanours will be recorded. If a pattern of problem behaviour emerges, the Head Teacher or Depute Head Teacher will invite parents / carers to discuss ways of working in partnership to change their child's behaviour before more serious sanctions are applied.

### **Bullying Behaviour -**

Bullying is different from isolated incidents and usually entails sustained intimidation of one child by another or by a group of children following one child as a leader.

Bullying is usually defined as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally

### **It takes many forms and can include**

- Verbal eg. repeated name calling, teasing, making abusive comments or threats
- Social eg. repeated ignoring or deliberately excluding another person
- Physical eg. repeated physical assault
- Cyberbullying eg. repeated bullying via mobile phone or online material
- Material eg. when possessions are stolen or extortion takes place

These forms of behaviour are not acceptable and the school deals with any incidence of bullying in the following ways:

- Children will know explicitly from school activities that bullying is unacceptable

- We will listen to our pupils when they tell us of any bullying and we will investigate the allegations
- We will work with parents / carers and children to resolve problems
- If any of the above issues occur, they will be dealt with promptly and the incident logged.

### **School Procedures**

We have built into our curriculum strategies for dealing with bullying behaviours. These include 'Bounce Back' strategies which our children can use to make them feel safer and less at risk. Pupils are reminded to follow Thornwood's school values: RESPONSIBILITY, RESPECT, TRUSTWORTHINESS, GOOD SPORTSMANSHIP, DOING YOUR BEST.

### **The main teaching points we stress are:-**

- Make it clear to another person when their behaviour has upset you - give them a chance to change
- Stand up to them - tell them to go away / leave you alone
- Tell someone at school, preferably an adult - teachers, PSA, HT, DHT; or a friend or a buddy, who should then tell an adult.
- Children are told not to fight back as any retaliation may hurt them, or lead to more trouble.
- Seeking support from a friend can make it easier to bounce back from unacceptable behaviour in others.
- Other pupils are encouraged to report any incidents they have witnessed and to speak up for others instead of ignoring the problem.

Strategies for dealing with unacceptable behaviour can help the pupils deal with incidents as they arise, but our long term aim is to change attitudes, encourage a respect for all approach and promote our caring and nurturing ethos.

After investigation, if the HT or DHT discover that bullying has taken place, parent/carers (of bullied and bullying children) are informed of the incident and subsequent action. They may also be called to the school to assist in resolving a problem using our Solution Oriented Approach.

The next step depends upon circumstances surrounding the incident however an appropriate sanction will be agreed. If necessary a self monitoring sheet can be used to help support the child on a day to day basis.

### **Preventative Strategies**

We use the Nurturing Principles (HNIOS) to guide our relationships and promote positive behaviours and ethos across the whole school and the wider community.

We incorporate the GIRFEC Health and Wellbeing indicators (SHANARRI) to inform and guide our practice.

Pupils are reminded regularly of the school's Golden Rules and our core values of Respect, Responsibility, Trustworthiness, Doing your Best and Good Sportsmanship. Assemblies and wall displays are used to reinforce these. The expectation is that all children will put these into practice at all times.

We promote active citizenship, through offering pupils opportunities to be part of a variety of committees in school - eg House Captains, Pupil Council, ECO Committee, Health & Wellbeing Committee, or by taking lead roles in our school assemblies. Each class uses Circle Time techniques to discuss any problems as they arise and try to resolve them.

The school has recently introduced a 'Solution Oriented Approach' to helping pupils resolve issues. All staff have been trained in this approach.

In Circle Time children are not allowed to name other children or to verbally put others down.

Class teachers also use 'Bubble Time' and 'Caring / Sharing' boxes, when pupils can let staff know if they are worried about anything.

Our Nurture teacher organises 'Circle of Friends' for pupils who have friendship problems.

We run 'Respect Me' workshops for some upper school classes to encourage a respect for all approach and to teach coping strategies if pupils have a problem.

We offer 'Respect Me' information sessions for our parents and carers, to ensure a consistent approach and partnership between home and school.

### **The Teacher's Role**

- Class teachers must be alert to any form of unacceptable behaviours which may take place within the classroom
- They will help pupils to develop good relationships through the implemented Health and Wellbeing Programme
- They will establish classroom rules, expectations and sanctions and agree these with pupils at the start of each session. Pupils are expected to follow these.
- All bullying behaviours will be reported to the Head Teacher.

### **The Playground**

- The children are expected to play fairly.
- The playground is supervised during break times.
- Children are aware of playground rules.
- We have a variety of outdoor games and toys and have trained our P6 and P7 children to be Activ8ors, to assist with playground games and provide peer support to other children.

### **Support Staff**

Support staff often come into contact with pupils in less formal ways eg in the playground or dinner school, or when they are unwell etc. The support staff can be a listening ear for pupils who find it easier to talk to them if bullying is a problem. Support staff will report any problems to class teachers or Head Teacher.

### **Parents / Carers**

- We believe that Parents /carers have a vital role in supporting the school in our aim to create a safe, secure and nurturing environment for all our pupils. We therefore expect parents/carers to:
- Stress to their children the importance of sociable behaviour

- Support the school's policy by encouraging children to deal with bullying by reporting it and not by becoming aggressive themselves
- Remember that there is often more than one side to a story, and it is our duty to gather the full facts before reacting
- Try to retain the spirit of partnership in any dealings between home and school, even if you are upset or disagree with action taken. We are ultimately on the same side, working for the benefit of the children
- Always let the school deal with any incident and do not confront other parents or children yourself. This can often lead to an escalation of the situation and could cause serious problems.

**Signs to look for which could indicate bullying:**

- Anxiety about going to school
- Sore tummies in the morning
- Personal belongings going missing
- Unexplained marks/scratches etc
- Loss of confidence / withdrawal from activities

**Pupils**

Through Health and Wellbeing lessons in class and school assemblies it will be made clear to pupils that:

- Bullying is unacceptable in Thornwood Primary
- No pupil should endure bullying
- Bullying should be reported to any trusted adult in the school
- There is no such thing as an innocent bystander - pupils should stand up for each other
- Pupils should ignore name calling, but tell an adult later
- Pupils should make use of Bubble Time and Caring-Sharing boxes in class if they are worried about anything
- All bullying incidents will be reported to the Head Teacher