At Newton Farm Primary School, we believe that:

* Each child has the right to develop – intellectually, physically, socially and emotionally – within a bully-free environment.
* No individual has the right to perpetrate acts of bullying.
* All children should be encouraged to display respectful behaviours to other children and adults.

The purpose of this document is to:

* Define bullying
* Help children manage their lives and relationships in positive and

non-aggressive ways

* Promote Rights Based Learning and good citizenship
* Provide information on procedures that will be shared with pupils, staff and parents.

In order to achieve this, we aim to:

* Create and maintain a welcoming, safe and bully-free positive school ethos and environment.
* Use the curriculum to develop lifelong pupil skills to manage their lives and relationships positively and respectfully and to promote Rights Based Learning that will prevent bullying.
* Raise pupils’ awareness that their words, actions and body language may be misinterpreted by others and how they might misinterpret others.
* Develop pupils’ skills to react respectfully in a variety of circumstances.
* Communicate this document to pupils, staff and parents.
* Regularly review and revise procedures to take account of national and local initiatives.

**Definition**

The term “bullying” covers a wide, complex field of behaviours and is therefore not easy to define. Bullying behaviour can include:

* Physical assault e.g. kicking, hitting
* Specific incidences leading to the victimisation or bullying of an individual or group e.g.name calling or derogatory comments, facial expressions, isolation (face-to-face or online)
* Repeated behaviour that distresses i.e. stealing or breaking others’ property
* Actions which make people feel like they are not in control of themselves or their lives (face-to-face or online)
* Prejudiced-based bullying based on an individual’s actual or perceived identity. It can be based on characteristics unique to a child or young person’s identify or circumstance.

The Equality Act 2010 makes it unlawful to discriminate against people with a “protected characteristic”.

It should be noted that there is a significant difference between a spontaneous incident and a deliberately planned course of action that may affect the physical or emotional wellbeing of others.

**Communication**

This document will be made available to

* All staff, teaching and non teaching, including visiting specialists/instructors
* Pupils - via the curriculum
* Parents – on the School blog and through the Parent Council
* Regular visitors to the school

**Learning and Teaching**

It is very important that pupils view this document within an ethos that promotes respectful behaviours towards self and others. To this end, it is essential that:

* All adults, staff and parents, set the best example to pupils by showing respect and valuing all in our school and community
* A whole-school approach is followed by including Rights Based Learning linked to curricular areas and including this in the annual calendar.

**Procedures for dealing with Bullying**

* In line with SLC Treat Me Well Anti-Bullying Behaviour Guidance 2018\*, all incidents of bullying or suspected incidents of bullying will be investigated thoroughly by a member of the Senior Management Team. All incidents will be handled sensitively, and the victim(s) reassured that (s)he/they have done the correct thing by informing the adult.

Depending on the nature of the incident, the following action may be taken:

* Reflection - any child involved will be given the opportunity to reflect on their or others’ behaviour in the reflection area with a member of the Senior Management Team as mediator.
* Reprimand, counsel, using restorative practice methodology, and record.
* Counsel, record and administration of Authority Treat Me Well Guidelines and Procedures\*

All bullying incidents will be recorded in accordance with the SLC Treat Me Well Document\* and filed centrally. Any acts of bullying which are racially motivated will also be recorded in accordance with SL policies.

Parents/carers will be informed when their child has been the perpetrator of an act of bullying, depending on nature of the incident. The parents/carers of the victim(s) will be informed and reassured that the school is following the appropriate procedures.

In all circumstances, the perpetrator(s) and the victim(s) will be counselled. This is important in order to modify the behaviour patterns of the perpetrator(s) and to rebuild the self-esteem of the victim(s).

[\*South Lanarkshire Council Treat Me Well Anti-Bullying Behaviour Guidance 2018](https://www.southlanarkshire.gov.uk/downloads/file/341/treat_me_well_anti-bullying_guidelines)