

Cambusnethan



Primary School

Anti-Bullying Policy



Introduction

At Cambusnethan Primary School, we believe that every child has the right to be educated in a school environment that is free from bullying.

We want our children to learn and to socialise in an inclusive school community where the differences between people are valued and that our school values of tolerance and compassion guide us all to treat each other with respect and refrain from bullying behaviour.

We are dedicated to meeting the Scottish Government's commitment to ensuring that young people become confident individuals, effective contributors, successful learners and responsible citizens and to comply with the following legislative frameworks:

- The Children Act 2004
- Racial and Religious Hatred Act 2006
- Equality Act 2010
- UN Convention on the Rights of the Child 2021

Aims

The aims of this policy are:

- To prevent bullying behaviour wherever possible
- To reduce bullying when it does happen and aim for cessation of bullying behaviour
- To provide support for children who have been affected by bullying
- To build resilience in children and their capacity to address bullying
- To provide guidance on addressing bullying for staff, children and families

Objectives

- School staff will work to foster positive, pro-social behaviour and attitudes and to educate our children about the signs of bullying and the impact of bullying
- Children will be educated and supported to understand what bullying behaviour is and what it is not
- Children will be enabled to understand that supports exist and how they can be accessed
- Children will be made aware of the mechanisms for reporting bullying behaviour directed towards themselves or others

Implementation

All staff will be able to educate children about the nature of bullying behaviour, how it should be addressed and reported. Children will be given advice on how to tell and who to tell and a strong 'zero tolerance of bullying' message will be relayed in curriculum work and via whole school events and stage assemblies.

Bullying behaviour will be reported to the school's senior managers who will investigate and log incidents. They will also make decisions about restoration and punishment and liaise with families where appropriate. Conflict resolution and restorative actions are often the most effective in addressing bullying behaviour however incidents of a very serious or repeated nature may result in exclusion from school.

Children displaying bullying behaviour will also be assisted to develop empathy and, through restorative practices, change their behaviour.

Regular awareness - raising of the school's stance on bullying will be made to parents and carers. Each family will receive a copy of the school's anti-bullying policy at enrolment.

What is bullying behaviour?

The school's definition is that bullying is the **deliberate** hurting of one person by another or a group of others. It can be physical, emotional or psychological and can often be persistent, although one-off incidents can have a serious, ongoing and harmful effect on the person being bullied. It can be direct or indirect. Direct bullying takes place between the person experiencing the bullying and the person displaying the bullying behaviour. Indirect bullying is typified by rejection of a peer group, for example, through social networks or mobile phones and is more subtle in nature, but just as harmful in terms of impact.

The school has identified the following as categories of bullying:

- Physical – hurting people, negative behaviour, victimisation
- Verbal – name calling, teasing, being nasty, being hurtful, being unjust, being unfair, gossiping
- Material - stealing or damaging property
- Emotional/mental - intimidation, excluding people, scaring people and making them think less of themselves
- Social – embarrassing someone, humiliation of another, isolating and exerting peer pressure
- Cyber- using technology to send threatening, offensive or intimidating messages to another, filming incidents and distributing them to peer groups via mobile telephones

Many incidents of bullying are based on prejudice. Examples of this include bullying behaviour towards those who are:

- Asylum seekers or refugees
- Looked after children
- Young carers
- A particular gender
- A particular race, religion or belief
- A particular sexuality or perceived sexuality
- Physically disabled or who have learning difficulties
- A particular body shape

Impact of bullying behaviour

Children who are being bullied can experience feelings of: anger, upset, hurt, frustration, isolation, manipulation, fear, exclusion, discrimination and embarrassment

Staff, Parents and Carers need to be vigilant as there may be physical evidence that a child is being bullied. The most dramatic being the changes in the child's behaviour, peer relationships, habits and personal appearance. School attendance may be affected and there may be a withdrawal from usual activity. In some cases, especially with older children, there may be evidence of depression, eating disorders and self-harm. Learning and development may be adversely affected by bullying that is not addressed.

Prevention

Effective prevention involves all members of the school community in building a culture which is fair, nurturing and safe and where all adults are responsible for acting as good role models. Relationships amongst staff and children need to reflect mutual respect and recognise the uniqueness and value of every individual.

Regular staff training and awareness raising through health and wellbeing education will ensure that all are informed and empowered to recognise and respond appropriately to bullying behaviour and to report it when it does occur. Children are made aware of and encouraged to use the range of reporting mechanisms, ensuring their concerns can be shared with appropriate adults and be confident that these will be taken seriously and appropriate action taken where required.

Staff Roles

The Head Teacher is the school's designated staff member trained and responsible for dealing with bullying and developing anti-bullying education and restorative practices. She will ensure that bullying incidents are investigated promptly, fairly and with sensitivity to the safety and wellbeing of all. Following investigation and on establishing bullying has occurred, consideration will be given to appropriate sanctions and the ongoing need for support for all parties to move towards more positive futures.

All school staff has a responsibility to inform the school's senior managers of any bullying incidents discovered or reported to them promptly and confidentially.

The Head Teacher is responsible for monitoring the effectiveness of the school's anti-bullying policy and procedures. The Head Teacher will involve parents, carers, pupils and staff in the monitoring and evaluating of bullying incidents and implement agreed improvements.

Policy Review Date: April 2025

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