



Clarkston Primary School and Nursery

Anti-Bullying and Inequalities Policy

Introduction

At Clarkston Primary School and Nursery, we are committed to providing a safe, supportive, and inclusive environment where every child can learn and thrive free from bullying. This policy is in line with the North Lanarkshire Council's Anti-Bullying Policy and reflects our shared commitment to prevent and address bullying in all its forms.

Aims of the Policy

- To ensure all pupils, staff, and parents understand what bullying is and its impact.
- To create an environment where bullying is not tolerated and is actively prevented.
- To encourage children to speak out and report bullying without fear.
- To support victims of bullying and work with perpetrators to change behaviour.
- To promote equality, diversity, and inclusion across the whole school community.

Definition of Bullying

Bullying is any repeated behaviour that intentionally causes hurt, harm, or distress to another person. This can be:

- Physical (hitting, kicking, pushing)
- Verbal (name-calling, teasing, threats)
- Emotional (excluding, spreading rumours, intimidation)
- Cyberbullying (using digital devices to harass or threaten)

Bullying can relate to race, religion, culture, gender, sexual orientation, disability, appearance, or any personal characteristic.

Inequalities and Inclusion

Clarkston Primary School and Nursery recognises that bullying often targets individuals or groups because of inequalities they face in society. We are committed to:



- **Challenging all forms of discrimination and inequality**, including those based on race, ethnicity, disability, gender identity, sexual orientation, religion, or socio-economic background.
- Promoting **inclusion and respect for diversity** within our school community.
- Ensuring that children from **marginalised or vulnerable groups** receive the support they need to feel safe, valued, and respected.
- Educating children about **equal rights and social justice** as part of their learning experience.

Our approach is to celebrate differences and actively work against any behaviour that undermines the dignity or rights of others.

We aim to:

- Promote equality of opportunity across all aspects of school life
- Eliminate unlawful discrimination, harassment, and victimisation
- Foster good relations between people who share a protected characteristic and those who do not
- Ensure that our curriculum reflects diverse perspectives and experiences
- Provide staff with training and support to uphold inclusive practices

Curriculum and Learning

We embed equality through:

- Diverse teaching materials and resources
- Inclusive language and representation
- Opportunities to explore identity, culture, and social justice
- Differentiated support to meet individual learning needs

Roles and Responsibilities

- **Staff** will:
 - Be vigilant to signs of bullying and respond promptly.
 - Support children who experience bullying and those who bully others.



- Promote respect, kindness, and positive relationships through the curriculum and daily interactions.
- Receive training on equality, diversity, and anti-bullying strategies to better support all children.
- **Pupils will:**
 - Treat others with respect and kindness.
 - Celebrate differences and support peers from all backgrounds.
 - Report any bullying they experience or witness to a trusted adult.
- **Parents/Carers will:**
 - Support the school's anti-bullying stance and promote inclusive values at home.
 - Communicate concerns promptly to school staff.

Procedures for Reporting and Responding

- Any bullying incidents reported will be taken seriously and investigated promptly by school staff.
- Parents of children involved will be informed and involved in discussions to resolve the situation.
- Appropriate action will be taken to stop bullying, which may include restorative approaches, sanctions, or referral to external agencies if necessary.
- The wellbeing of all children involved will be monitored over time.
- Care will be taken to support children who may be at higher risk due to inequalities or vulnerabilities.

Restorative Justice Approach

Clarkston Primary School and Nursery embraces **Restorative Justice** as a key approach to resolving bullying incidents. This approach focuses on:

- Encouraging pupils who have bullied others to understand the impact of their behaviour.
- Providing a safe space for victims and perpetrators to communicate, where appropriate, to repair harm and rebuild relationships.
- Supporting accountability and empathy rather than only punishment.



- Involving parents and carers in restorative processes where suitable.
- Using restorative conversations, meetings, or circles facilitated by trained staff to promote positive behaviour and reconciliation.

Restorative Justice supports a culture of respect, responsibility, and community, helping to prevent future bullying.

Prevention Strategies

- Teaching children about diversity, empathy, social justice, and respectful behaviour through curriculum and assemblies.
- Encouraging positive peer relationships and peer support systems.
- Promoting a culture of openness where children feel safe to speak out.
- Actively celebrating diversity through events and learning opportunities.
- Regularly reviewing and updating the policy with input from pupils, staff, and parents.