



**Kildrum
Primary School**

Anti-bullying Policy

Creating a Safe, Respectful and Inclusive School Where Everyone Belongs

Introduction

At Kildrum Primary School, we are committed to providing a safe, nurturing and inclusive environment where every child feels respected, valued and supported. We believe that positive relationships are at the heart of learning, wellbeing and achievement. Bullying behaviour is never acceptable and will be addressed promptly, fairly and consistently through restorative and relational approaches. This policy reflects our school values of Respect, Learning, Responsibility, Nurture, Creativity and Inclusion and supports our vision that every child should feel a sense of belonging and achieve their full potential.

Policy Rationale

Bullying can negatively affect a child's wellbeing, confidence, relationships, participation and attainment. Through a whole-school approach based on children's rights, inclusion and positive relationships, we aim to prevent bullying behaviours, challenge prejudice and support all children to develop resilience, confidence and respect for others.

Aims

- Promote a culture where bullying cannot thrive.
- Ensure incidents are addressed consistently, effectively and fairly.
- Encourage pupil voice and strong partnerships with families.
- Promote equality, inclusion and respect for diversity.
- Uphold children's rights, wellbeing and safety.

Our School Values

At Kildrum Primary, our shared values guide every interaction and decision:



Respect: We are kind and listen to everyone. We care for ourselves, our school and the world.



Learning: We are curious and try our best, so we can discover new things.



Responsibility: We are accountable for our actions and our choices. We look after ourselves, others, and our planet.



Nurturing: We are caring and supportive of each other, creating a safe and happy place where everyone feels valued.



Creativity: We are imaginative and explore new ideas, allowing our unique talents to shine.



Inclusion: We are a team where everyone belongs.

These values were agreed in consultation with pupils, parents/carers, staff and partner agencies and are embedded in our curriculum, relationships, and everyday routines.



*Created: November 2020
Last Review: November 2024
Next Review: November 2026*

In line with Respect for All, bullying is both behaviour and impact. It is behaviour which can make a person feel hurt, threatened, frightened or left out, affecting their ability to feel in control of themselves and their environment. Bullying can happen face-to-face or online and may be a single significant incident or a pattern of behaviours over time.

Bullying behaviour may include verbal abuse, name-calling, teasing, spreading rumours, social exclusion, threatening behaviour, physical aggression, damage to property, cyberbullying and prejudice-based language or actions.

We recognise that children and young people will sometimes experience disagreements, friendship difficulties and conflict as part of learning to manage relationships. These situations will be addressed appropriately but will not automatically be considered bullying. Staff will carefully consider the behaviour, the impact and the context before determining whether bullying has occurred.

Prejudice-Based Bullying

Kildrum Primary School is committed to challenging prejudice and discrimination in all forms. We recognise that bullying can be linked to actual or perceived differences and may relate to disability, race, religion or belief, sex, gender identity, sexual orientation, additional support needs, care experience, socio-economic circumstances, family background or physical appearance.

Through our curriculum, assemblies, school values, Rights Respecting Schools work and everyday interactions, children are supported to understand diversity, celebrate difference and challenge stereotypes. We promote an inclusive culture where everyone feels valued and respected.

Preventing Bullying

At Kildrum Primary School, preventing bullying is central to our approach to wellbeing and positive relationships. We recognise that bullying is less likely to occur in environments where children feel safe, included and connected to others.

Our school promotes positive relationships through our values of Respect, Learning, Responsibility, Nurture, Creativity and Inclusion. These values underpin daily interactions, classroom practice and wider school life. We explicitly teach children about empathy,

emotional literacy, equality, children's rights and respectful relationships through Curriculum for Excellence Health and Wellbeing experiences.

Positive behaviour is recognised and celebrated through initiatives such as Fruit Friday, Star Workers, Kildrum Coins and our House System. These approaches encourage children to make positive choices, contribute to the school community and develop a strong sense of belonging.

Children, parents/carers and staff are encouraged to report concerns about bullying at the earliest opportunity. Pupils can speak to their class teacher, a trusted adult or a member of the Senior Leadership Team.

Parents and carers are encouraged to contact the school whenever they have concerns about their child's wellbeing or relationships.

All concerns will be listened to carefully and treated seriously. The wellbeing and views of all children involved will be considered throughout the process.

Responding to Bullying Incidents

When responding to reports of bullying, staff will gather information sensitively and consider the behaviour, the impact on those involved, the context in which the incident occurred and any underlying factors which may have contributed to the behaviour. Consideration will also be given to any additional support needs and wellbeing concerns.

Responses will be guided by restorative and relational principles. Children will be supported to discuss concerns, understand the impact of their actions and repair relationships where appropriate. The views of children and young people will be listened to and taken seriously when agreeing next steps.

Parents/carers will be informed and involved where appropriate. If additional support is required, the school may involve partner agencies to ensure that children and families receive the help they need.

Supporting Children

Children who experience bullying will be listened to, supported and reassured. Staff will work with the child and their family to ensure they feel safe, included and able to participate fully in school life. Appropriate wellbeing supports and interventions will be provided where required.

Children who display bullying behaviours will also be supported. Staff will help them understand the impact of their actions, explore any underlying issues and develop more positive ways of managing relationships and emotions. The focus will be on learning, accountability, repairing relationships and preventing future incidents.

All incidents of bullying will be recorded and monitored in accordance with North Lanarkshire Council guidance. Records will include details of the individuals involved, the nature of the incident, any prejudice-based elements, actions taken and outcomes achieved.

Monitoring information will be used to identify patterns, evaluate the effectiveness of interventions and inform future planning. This supports continuous improvement and helps ensure that our anti-bullying approaches remain effective and responsive to the needs of our school community.

Working with Parents and Carers

Kildrum Primary School values strong partnerships with parents and carers. We recognise the important role families play in supporting children's wellbeing and fostering positive relationships.

Parents and carers will be encouraged to share concerns, participate in discussions and work collaboratively with the school to support positive outcomes. We are committed to maintaining open communication and ensuring that concerns are addressed respectfully and constructively.

These quality indicators support our commitment to creating a safe, inclusive and nurturing learning environment where every child feels valued and respected.

QI	Title	Why It Matters
1.3	Leadership of Change	Ensures a consistent whole-school approach to preventing and responding to bullying and promoting positive relationships.
2.1	Safeguarding and Child Protection	Supports children's right to learn and develop in a safe environment free from bullying and discrimination.
2.4	Personalised Support	Ensures children affected by bullying receive appropriate support tailored to their individual needs.
3.1	Ensuring Wellbeing, Equality and Inclusion	Promotes respect, inclusion and positive relationships while challenging all forms of prejudice-based bullying.

UNCRC - Key Articles

These articles support children's rights to safety, wellbeing, participation, inclusion and protection from bullying in all its forms.

Article	Theme
3	Best Interests of the Child
12	Respect for the Views of the Child
19	Protection from Violence, Abuse and Neglect
28	Right to Education
29	Goals of Education
39	Recovery and Reintegration from Harm, Abuse or Trauma

Monitoring and Evaluation

The effectiveness of this policy will be monitored through:

- The analysis of bullying incident data,
- Pupil voice activities,
- Wellbeing surveys,
- Parental feedback,
- Staff feedback
- Ongoing self-evaluation activities.

Findings will be used to identify strengths, address areas for improvement and inform future developments.

Review Cycle

This policy will be reviewed every two years or sooner if required due to changes in legislation or guidance. The next scheduled review is **November 2026**

