

New Monkland Primary School



Getting it Right for Every Child

Anti-Bullying Policy



Written: April 2026
Review Date: August 2028

New Monkland Primary School is committed to providing a safe, caring, and inclusive environment where every child feels valued, respected, and able to learn, in line with the UN Convention on the Rights of the Child (UNCRC).

Displays of bullying behaviour of any kind is unacceptable and will not be tolerated in our school community. All pupils have the right to learn and play free from fear, and all adults in school have a duty to protect and support them.

This policy applies to all members of our school community, including staff, pupils, parents/carers, volunteers, and visitors.

Aims of This Policy

- To prevent bullying behaviour through a positive and nurturing school ethos.
- To ensure a consistent and clear approach to responding to bullying behaviour.
- To support pupils if they are experiencing bullying to help them feel safe.
- To support pupils displaying bullying behaviour.
- To work in partnership with parents/carers to promote respectful relationships.
- To ensure all pupils understand the impact of bullying and know how to seek help.
- To embed the articles from the UNCRC to create clear and consistent boundaries of acceptable relationships and behaviour, and to ensure safety and respect for all.

Definition of Bullying

Bullying behaviour is actions that are intended to cause harm and involves a power imbalance, which is **repeated over a sustained period of time**.

Bullying may be:

Emotional:

- Excluding others, spreading rumours, threatening behaviour, intimidation.

Verbal:

- Name-calling, insults, teasing, discriminatory comments.

Physical:

- Hitting, kicking, pushing, damaging property.

Cyberbullying:

- Hurtful messages, social exclusion online, sharing images without consent.

Prejudice-based or discriminatory:

Including but not limited to:

- Racist bullying
- Homophobic, bi-phobic, or transphobic bullying
- Disablist bullying
- Sectarian or faith-based bullying
- Sexist or gender-based bullying

Bullying can be face-to-face or online, inside or outside of school.

Prevention Strategies

New Monkland Primary School actively promotes the principals and ethos of the UNCRC and encourages respectful relationships and kindness through:

- **Whole-school ethos** of promoting respect, inclusion, and positive behaviour.
- **Curriculum opportunities**, including Health & Wellbeing, RME, assemblies, PATHS lessons, and Circle Time.
- **Restorative approaches** to repair relationships.
- **Playground support** - staff presence during all breaks.
- **Digital Technology teaching** to help educate learners how to stay safe online.
- **Staff training** to promote the principals of the UNCRC and to recognise and respond to negative behaviours.
- **Celebration of diversity**, through class discussions and recognition of multicultural celebrations.

Reporting Concerns

Within New Monkland Primary School, we pride ourselves in the positive relationships that we have fostered with our pupils and their parents and carers and we offer an open door policy where all stakeholders can discuss any worries or concerns. Therefore, if at any time a child or parent/carer has concerns that they have experienced bullying behaviour, they should:

Pupils: can report their concerns to:

- Class teachers

- Support staff or playground staff
- Senior leadership
- School office staff
- Trusted adults in school

Parents/carers: may report concerns via:

- Phone
- Email
- In-person meetings
- Scheduled meeting appointments

Concerns of bullying behaviour are taken seriously.

Responding to Bullying Behaviour Concerns

When bullying behaviour is reported, staff will:

1. **Listen carefully and reassure the child.**
2. **Record the details** in line with school safeguarding and wellbeing procedures.
3. **Investigate fully**, speaking to all parties involved.
4. **Assess the needs of the child affected** and ensure emotional and practical support.
5. **Address the behaviour of the child who has displayed bullying behaviour**, focusing on learning, responsibility, and repair.
6. Work with pupils using **restorative approaches**, where appropriate and safe.
7. **Inform and involve parents/carers** of all pupils involved.
8. **Agree actions** to support positive change.
9. **Monitor the situation** to ensure the bullying behaviour does not continue.

Support for Pupils

For pupils who have experienced bullying behaviour:

- Regular check-ins with trusted adults
- Reassurance and emotional support
- Safe spaces during break/lunchtime
- Involvement of pastoral or wellbeing staff

- Strategies to rebuild confidence and friendships

For pupils who have displayed bullying behaviour:

- Support to understand the impact of their actions
- Restorative conversations where appropriate
- Behaviour targets and positive reinforcement
- Opportunities to practise empathy and social skills
- Ongoing monitoring and support to change behaviour

Working with Parents and Carers

We believe that strong relationships with families are essential, therefore New Monkland Primary School will:

- Inform parents/carers promptly of significant concerns.
- Work together to agree next steps and provide consistent messages.
- Provide updates on progress and if required support.
- Offer guidance on supporting children at home.

Parents/carers are encouraged to:

- Report concerns early.
- Work with the school toward a resolution.
- Reinforce respectful behaviour.
- Support children with their social and emotional development.

Expectations of Staff, Pupils, and Parents

Staff should:

- Model respectful behaviour.
- Take all allegations seriously.
- Intervene promptly.
- Follow school procedures consistently.
- Build positive relationships with pupils and families.
- Embed the principles and ethos of the UNCRC.

Pupils should:

- Treat others with kindness and respect.
- Report bullying behaviour to a trusted adult.
- Support their peers who may be struggling.
- Engage with restorative approaches.
- Action the principals of the UNCRC.

Parents/carers should:

- Support the school's values.
- Report concerns calmly and promptly.
- Work with the school to resolve issues.
- Help promote positive relationships at home and online.

Monitoring and Review

- All incidents are logged according to school, authority and national guidance procedures.
- SLT review patterns, locations, or recurring concerns.
- The policy is reviewed every **two years**, or sooner if guidance changes.
- Pupil, parent, and staff voice inform policy updates.

*New Monkland Primary School does not tolerate incidents of violence, abuse or bully behaviour towards **ANY** employee. Anyone abusing an employee of this school, either verbally or physically, or online may be subject to criminal prosecution and/or withdrawal from the premises.*

UNCRC Links

Article 3: All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

Article 4: The government has a responsibility to make sure your rights are protected. They must help your family to protect your rights and create an environment where you can grow and reach your potential.

Article 5: Your family has the responsibility to help you learn to exercise your rights, and to ensure that your rights are protected.

Article 12: You have the right to give your opinion, and for adults to listen and take it seriously.

Article 15: You have the right to choose your own friends and join or set up groups, if it isn't harmful to others.

Article 19: You have the right to be protected from being hurt and mistreated, in body or mind.

Article 31: You have the right to play and rest.

Article 37: No one is allowed to punish you in a cruel or harmful way.