

St Michael's Primary School



Anti-Bullying Policy

Written: August 2019
Review date: August 2020

St Michael's Primary School

Anti-Bullying Policy

Rationale

St Michael's Primary School's positive ethos is conducive to equality and opportunity, mutual respect, co-operation and celebration of differences. We encourage positive attitudes and self-discipline in all and actively discourage any behaviour which leads to anyone being intentionally hurt or upset.

All staff in St. Michael's, in partnership with pupil and parents, work together to create an ethos of trust and mutual respect. The basis of this is through our Christian teaching and our school values of Respect, Holiness, Honesty, Forgiveness and Fairness.

Aims

- To provide a safe, secure and trusting learning environment for every child within the classroom and throughout the school
- To build trusting relationships where people feel valued and are able to share their concerns with others, secure in the knowledge that bullying will be dealt with promptly, sensitively and appropriately
- To promote and encourage a shared sense of responsibility within the whole school community to minimise bullying

Objectives

- To encourage a listening culture throughout the school
- To build on and develop a range of strategies to deal with bullying
- To ensure the climate in the school is conducive to positive attitudes towards anti-bullying

Bullying - a definition

"Persistent intentional behaviour which causes stress to a person emotionally, physically or mentally, where a person is made to feel insecure, threatened, inadequate or isolated."

Bullying can take various forms, including:

- Verbal - e.g. being called names or nasty comments or notes
- Social - e.g. being left out of things or no-one talking to you
- Mental - e.g. being threatened or forced to do things
- Material - e.g. possessions stolen or property damaged
- Physical - e.g. being assaulted
- Cyber - e.g. posting messages or texts intended to upset or insult

Bullying Indicators

- Unusual behaviour patterns
- Loss of confidence or being tearful
- Unwillingness to participate in activities
- Easily startled, irritable or hurtful to those closest to them
- Work deteriorating
- Becoming withdrawn

Procedures

In St Michael's Primary School we take a proactive approach to anti-bullying through a whole school approach.

This approach takes the form of:

- Weekly assemblies
- Circle Time
- Health & Wellbeing initiatives (including Respectme)
- P7 & P1 Buddy Programme
- Peer Mediation
- Worry boxes in all classes

Dealing with Bullying Incidents

In St Michael's Primary School caring for others is a way of life and therefore bullying of any form will not be tolerated. We accept that this is a complex problem and those individuals who feel threatened must always be treated seriously and sympathetically.

Primarily, class teachers should deal with minor peer relationship difficulties within the class. More serious instances of and cumulative bullying issues should be referred to the school's Management Team.

If a bullying incident is reported the following procedures must take place:

- Time should be taken to listen to and discuss the issue with both the victim and the child displaying bullying behaviour
- Through discussion, the child/children should be encouraged to acknowledge the upset and extent their bullying behaviour has caused
- A formal report of serious incidents should be recorded and a copy kept with the Head Teacher
- Parents should be involved where necessary and/or appropriate, and their support and co-operation should be enlisted in resolving the situation
- In extreme cases, the Local Authority and/or outside agencies should be involved

Responsibilities of Staff

Our staff will:

- ✓ Foster self-esteem, self-respect and respect for others in our pupils.
- ✓ Demonstrate by example the high standards of personal and social behaviour we expect from our children.
- ✓ Discuss bullying with all classes so that children learn about the damage and misery caused by bullying; the effects on the victim and potential consequences for the bully.
- ✓ Stress the importance of confiding in an adult when bullying occurs.
- ✓ Be aware of and sympathetic to the signs of distress and other possible indications that bullying is taking place.
- ✓ Listen to children who feel that they have been bullied; take what they say seriously and act appropriately to help and support them.
- ✓ Record any suspected incidents of bullying appropriately.
- ✓ Report any suspected incidents of bullying to the Head Teacher/Depute Head/Principal Teacher.
- ✓ Investigate any concern raised in respect of bullying, reporting fully and promptly any action taken.
- ✓ Deal with observed instances of bullying promptly in accordance with agreed procedures.

Responsibilities of Pupils

We expect and encourage our pupils to:

- ✓ Refrain from becoming involved in any kind of bullying.
- ✓ Support their peers, especially those whom they know may be having a difficult time.
- ✓ Report any witnessed or suspected instances of bullying to a member of staff.

Any pupil who becomes a target for a bully should:

- ✓ Not suffer in silence - but try to find the courage to speak out.
- ✓ Recognise an adult to whom they would be comfortable speaking and find a suitable time to talk.

Responsibilities of Parents/Guardians

We ask our parents/guardians to support their children and the school by:

- ✓ Watching for signs of distress or unusual behaviour in their children which might indicate bullying.
- ✓ Encourage their children to report any incidence of bullying to an adult in school.
- ✓ Explain to their children the implications of staying silent - either as a victim or as a witness to bullying.
- ✓ Advising their children not to retaliate violently to any form of bullying.
- ✓ Being sympathetic and supportive towards their children, reassuring them that appropriate action will be taken.
- ✓ Maintain a written record of any reported instances of bullying.
- ✓ Informing the school as early as possible, of any suspected incidents of bullying - even if it does not involve their own child.
- ✓ Co-operating with the school where their child is involved in bullying.
- ✓ Being vigilant of children's use of mobile technology and social net working.

November 2019