



Auchenlodment Primary School and ELCC
Respect for All
Anti-Bullying Policy 2021-22



Aim

At Auchenlodment Primary School and ELCC we recognise that children and young people who feel cared for and valued are much more likely to be successful learners, confident individuals, responsible citizens, and effective contributors.

Renfrewshire Council and Auchenlodment Primary want our children and young people to feel safe and secure and able to build positive relationships with their peers and adults. It is the responsibility of all pupils, parents, and staff to ensure that all members of our school community feel safe, valued, and celebrate diversity, equality and encourage respect for all. Working together we will achieve this.

At Auchenlodment Primary we aim to provide a supportive, nurturing, safe environment that promotes mutual respect and opportunity to build capacity, resilience, and skills in children and young to prepare them for the rest of their lives. Bullying behaviour can seriously affect this. Bullying does not build character – trust, acceptance and mutual respect builds character.

Definition of Bullying

Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened, left out, and lack self-confidence. This behaviour happens face to face and online.

(Respect for All Guidance, Scottish Government)

At Auchenlodment we will encourage and empower young people, supported by adults, to take a lead in reporting and addressing bullying behaviour in a restorative way.

It is also important to recognise that children and young people will disagree, come into conflict, argue, and sometimes stop talking to one another. Such behaviour is a natural part of growing up and learning to manage relationships. Adults should exercise judgment when dealing with such incidents as, whilst they must recognise that they can lead to bullying if not effectively addressed, labelling such behaviour as bullying can be an impediment to dealing with it effectively and sensitively.

At Auchenlodment we avoid the use of the terms 'victim' and 'bully' as labels can stick for life and can isolate a child, rather than helping them to recover or change their behaviour.

The Scottish Government guidelines say:

'Labelling children and young people as 'bullies' or 'victims' can be disempowering and unhelpful in changing their behaviour or supporting their recovery from being bullied. Labelling an action as bullying is a more effective way of motivating a child to change their bullying behaviour. This approach should be reflected in policy and underpin practice.'

(Respect for All Guidance, Scottish Government)

It is important to recognise and acknowledge bullying behaviours so that it can be resolved when it happens.

Bullying behaviours can include:

- name calling, teasing, belittling language or threatening and intimidating using racist, homophobic, or sexist remarks
- hitting, tripping, pushing, kicking
- taking and damaging belongings
- ignoring, excluding, spreading rumours
- sending abusive messages electronically, e.g., via text, e-mails, or social networking sites
- making people feel like they are being bullied or fearful of being bullied
- targeting someone because of who they are or who they are perceived to be

This list is not an exhaustive list; there may be other behaviours which may be classed as bullying.

Prevention of Bullying

All members of staff understand their role in preventing bullying and in dealing with instances of bullying. The knowledge and skills required are delivered through in-service training, either within educational establishments or by outside agencies and CLPL opportunities.

At Auchenlodment Primary we adopt positive pro-active strategies to help decrease incidents of bullying. We include the following:

- 'Respect Me' days/weeks taking on board bullying issues that are raised in school, locally or nationally.
- Renfrewshire's Nurturing Restorative Approaches (RNRA,) adopting restorative practice and nurturing principles.
- Assemblies with 'Respect Me', 'Equality' and 'Rights of the Child' themes.
- Use of playground buddies and playground assistants.
- Curriculum for Excellence – delivery of Health and Wellbeing experiences and outcomes.
- ICE pack and Emotion works programme delivered through Health and Wellbeing.
- Use of leaflets and posters either 'school made' or commercially produced from, *Respectme*, Childline etc.
- Copies of class charters displayed in every classroom with expectations of acceptable behaviour.
- Partnership working with parents, outside agencies and the local community.
- Internet safety programmes for children and young people, parents/carers.
- Worry boxes present throughout the school.

Further to these strategies at Auchenlodment Primary School we celebrate positive behaviours and as appropriate use restorative approaches to discuss and resolve incidents of unacceptable behaviours, providing children with an opportunity to accept responsibility for their actions and suggest appropriate future responses.

Auchenlodment pupils are given the opportunity to accept responsibility for their actions, recognise the impact of their behaviour and are supported to find restorative responses. Auchenlodment Primary School puts a huge emphasis on health and wellbeing and positive behaviour such as restorative, solution-oriented, and nurturing approaches.

We use:

- Golden Time in school to promote appropriate behaviour
- a rewards scheme that recognises good behaviour throughout the year.
- celebrate achievements in and out of school each term at our Red-Carpet Assemblies.
- displays around the school that pay tribute to the pupils' achievements.
- Head Teacher certificates sent home recognising and acknowledging pupils displaying our school values.
- House points to award positive behaviour with end of term rewards for the winning house.

Management of bullying behaviour

ACTION

All staff ensure that those who have experienced bullying behaviour will receive appropriate support and strategies to manage any further issues.

This is achieved by:

- being listened to
- mediation/restorative practice
- peer support
- playground buddies
- circle time
- involvement of specialist partner agencies
- counselling

When a child or young person has been involved in bullying behaviour staff will ensure that parents or carers are informed in consultation with their child and will actively seek their support in implementing a resolution to the bullying incident.

The Head Teacher, with full staff support, will help those who engage in perceived bullying behaviour to understand the impact it has on others and support them to change it.

Recording and Monitoring

Incidents of bullying will be recorded to ensure that appropriate response and follow-ups are made. Incidents will be recorded systematically using the Bullying Incident Recording Form and authority procedures are followed.

Recording incidents will help our school to monitor the effectiveness of our policy and practise and may also help identify a need for training.

Monitoring bullying incidents can provide information on recurring patterns, including.

- involvement of children and young people
- where and when bullying takes place
- aspects of prejudice or discrimination underlying bullying
- consideration of personal or additional support needs

Review

We are aware that the nature of bullying type behaviour is ever evolving and that it is essential that our Respect for All policy is relevant and responsive to the needs of our school community. We are committed to reviewing and amending the policy, as necessary, on a three yearly cycle.

Acknowledgements

This policy has in the most part been derived from guidance and information shared in **Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People 2017**.

SOME USEFUL CONTACT DETAILS

- The Anti-Bullying Alliance (ABA) <http://www.anti-bullyingalliance.org.uk/>

Parents Resources

NSPCC- <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

Bullying Online

- A useful website with information and advice – <http://www.bullyonline.org/>

Helplines

- Anti-Bullying Campaign operates a helpline offering advice for parents and counselling for children who are being bullied. (Tel: 0207 378 1446)
- ChildLine Children can write or phone free of charge if they have a problem of any kind. Write to: Freepost 1111, London N1 0BR. (Tel: 0800 11 11).
- Kidscape for parents of children who have been bullied. (Tel: 0207 730 3300).
· (Mon – Fri 10 – 4)
- NSPCC Child Protection Helpline Free 24-hour service which provides counselling, information and advice to anyone concerned about a child at risk of abuse. (Tel: 0800 800 500 or text phone 0800 056 0566).
- Parent line A national help line for anyone who is parenting a child and who is in need of guidance, information, or emotional support. (Tel: 08088 002222).