

Where every child matters



And every moment counts

Lochfield Primary School
Anti-bullying Policy
2019 - 2021

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Policy Statement

Children and young people need to feel safe and secure. We understand that bullying is never acceptable and that children and young people have the right to learn in a safe, secure environment. It is a pre-requisite for successful learning, attainment and achievement. Here at Lochfield Primary School, we achieve this through promoting and living our school values:

**Happiness, Achievement, Nurture, Teamwork, Respect,
Resilience and Responsibility**

This enables us to value diversity, encourages everyone to treat others with dignity and respect and creates an environment where bullying does not thrive.

In Scotland, bullying is defined as:

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 or left out. This behaviour happens face to face and online. **(Respectme 2015)**

Children have the right to be safe. Bullying violates children's rights.

<https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

The Equality Act 2010

The Equality Act 2010 creates a duty on schools to have due regard to the need to: eliminate discrimination, harassment and victimisation; advance equality of opportunity; and, to foster good relations between people who share a relevant protected characteristic and those who do not. These characteristics include:

- Age;
- Disability;
- Gender Reassignment;
- Marriage and Civil Partnership;
- Pregnancy and maternity;
- Race;
- Religion or belief;

<https://www.equalityhumanrights.com/en/equality-act-2010/what-equality-act>



Renfrewshire Council is committed to providing a safe, supportive environment for all people in its educational establishments.

Lochfield Primary's Anti-Bullying policy has been developed in line with Local Authority Policy, National Policy and GIRFEC.

<https://www2.gov.scot/gettingitright>

The development of this policy ensured that:

- Pupils were given the chance to contribute face to face and in writing
- Parents and carers were consulted on their views
- Staff were engaged
- All these views and experiences shaped the policy
- The voices and views of children and young people are woven throughout the policy.



Principle

- We will show commitment to listen to and take time to respond to concerns of our pupils. We will have conversations with our young people and offer nurturing approaches and restorative practices and be observant of relationships and dynamics.
- All our pupils will grow up free from bullying and will develop respectful, responsible and confident relationships with other young people and adults.
- Our pupils and their parent(s)/carer(s), will have the skills and resilience to prevent and/or respond to bullying appropriately.
- Every pupil who requires help will know who can help them and what support is available.
- Adults working with our pupils will follow a consistent and coherent approach in dealing with and preventing bullying.
- We believe that a safe, nurturing and respectful environment is fundamental in supporting every child to thrive and achieve and to reach their full potential.
- We recognise the impact that bullying behaviour can have on Wellbeing. As a result we are committed to preventing, reducing and responding to bullying behaviour in all forms in our school.
- Children and young people are aware of how to report incidences of bullying behaviour or suspected bullying behaviour. We offer a range of safe and confidential ways for our children to raise concerns about themselves or others. This reflects the consultation with pupils in the development of this policy.
- We recognise that bullying behaviour is not limited to the school environment and requires strong partnership working between the school, pupils, parents and communities.



Approaches to bullying behaviour: Preventative Measures

- At Lochfield Primary School we strive to create an environment where bullying cannot thrive. We achieve this by promoting a culture and ethos of respect and responsibility, in an environment where all adults, children and young people are responsible for preventing and responding to bullying behaviour.
- We have an ethos where children's rights are promoted and respected and as a result diversity is celebrated. There is a shared understanding of what behaviour is acceptable and what is not. This is evidenced in Staff's Roles and Expectations document and Pupils' Roles and Expectations document.
- A culture of Leadership at all levels is vital to the prevention of bullying. Everyone involved in Lochfield Primary is expected to lead through behaviour role modelling and setting a positive example.
- Weekly assemblies regularly promote our school values, Rights of the Child, and the significance and awareness of wellbeing indicators.
- Anti-Bullying week raises the profile of anti-bullying and highlights the commitment and importance the school places on this issue.
- Regular check-ins with identified pupils to monitor relationships and dynamics.
- Lunchtime TLC clubs are available with staff to support social and emotional wellbeing of pupils.
- Parents/carers are telephoned as soon as possible to be informed of any incidents.
- There is an adult presence in the playground from 8.45am and at every interval and lunchtime.
- Anti-bullying training is provided to our staff in partnership with Respectme. We also offer Respectme training to our parents and carers.
- All staff have been trained in All Behaviour is Communication nurture principle to understand and support the repair of any damage that may have been cause to relationships, which may be as a result of bullying behaviour.



- Each class has made an anti-bullying pledge which has been agreed as the pupil voice against bullying. These are displayed in classrooms and around the school to remind the pupils of their commitment to anti-bullying.
- The class pledges are:
 - Make sure everyone is included
 - Be kind and helpful to each other
 - Friends are for caring and sharing
 - Choose respect, not bullying
 - Treat others the way you would like to be treated
 - Speak up when I see bullying, always tell someone
 - Reach out to others if they need help
 - Stand up for ourselves and others if faced with bullying
 - Never be unkind to those who are different
 - Be unique and never try to be someone we are not
- The Emotion works programme has recently been purchased which develops learning, communication and wellbeing. Emotion works training is being undertaken by 2 members of staff who will cascade this to all other staff members. This talk-based learning programme which will be implemented consistently across the school will provide all learners with the verbal building blocks of emotional awareness and understanding.
- We will keep anti-bullying on the agenda for regular discussions at Parent Council, Pupil Council and SLT meetings.
- Incidents of bullying will be recorded on SEEMIS Bullying and Equalities Module in line with local Authority procedure



Roles and Responsibilities

- Every member of staff has a copy of Lochfield Primary's Staff Roles and Expectations document which should be engaged regularly and embraced consistently by all staff members.
- Each class has a copy of Lochfield Primary's Pupil Roles and Expectations document, which should be shared regularly and embraced consistently by all learners.
- Whole School programme 'Emotion Works' to be introduced to develop emotional literacy of all learners.
- All adults, children and parents/carers will be aware of definition of bullying as:
What someone did - The impact it had on them.
- All staff will be encouraged to use a consistent approach when investigating incidents using these 3 questions:
What did the person do?
How did it make you feel?
What would you like me to do about it?
- In line with Renfrewshire Council guidance, all incidents assessed as bullying will be recorded on Seemis, our electronic management of information system. Senior Management can access the "Bullying Log" in Seemis through Management → Bullying and Equalities.
- Each incident recorded should include the following details:
Pupil information relating to those experiencing and displaying bullying behaviour;
Details of alleged incident;
Nature of incident including the characteristic of the type of behaviour;
Procedures to monitor and review targets with dates as required; and
Progress of outcomes following review (within timescale set).
Parents/Carers of all pupils should be informed and details recorded on Seemis Pastoral Notes and the Pupil Chronology.

