



Anti-Bullying Policy

Newmains Primary School



Updated - August 2021

“Everyone who comes here should be treated fairly”

Pupil voice 2021

Creating an environment where bullying cannot thrive.

Everyone has role to play in helping create an environment where children feel safe and that they can enjoy their school experience. This includes all staff, parents and carers and pupils as well as a range of community partners.

Health and Wellbeing is the responsibility of all staff and it is a critical factor in creating and maintaining a positive ethos within a school.

We create the right environment through our Vision, Values and Aims here at Newmains.

Vision

We are an ambitious school, where everyone works well together, and feels part of the Newmains Team

Values

We are Caring – You are all welcome at Newmains. We are an inclusive school that values the diversity and uniqueness of our pupils and community. We are a nurturing school, and we value caring relationships. We work in partnership with parents and carers to help provide a caring and welcoming environment.

We are Kind – We act with kindness towards each other, we value each other, and we respect each other. We are honest and we will always try to make amends for unkind behaviour. We speak to others in a kind way and we support each other to show kindness to the wider world we are part of.

We are Fair– Everyone gets the help they need at Newmains. We believe that everyone should get equal opportunities and recognise that some may need extra support in order to get this. We champion Children’s Rights at Newmains and we will always address unfair treatment, language and actions.

We strive for Success – We recognise that success means different things for different people. We measure success in terms of effort, hard work, commitment and in building relationships. We will support you to achieve your success. We help develop resilience and are ambitious for our pupils. We encourage and support leadership at all levels in the school.

Aims

By ‘Working Together’ we mean the school staff, pupils, parents and carers and the wider community

- We aim to work together and support one another as we strive for success
- We aim to work together to create a welcoming, inclusive and nurturing community
- We aim to work together to be kind, respectful and fair
- We aim to listen to our pupils and value their contribution to who we are as a school

Through our values, we influence children's learning, behaviour, relationships and the choices they make. We will nurture and forgive each other; we will help our children manage relationships and behaviour in a way that reflects our values. We are a Team at Newmains.

This work also reflects entirely the content of our Behaviour and Relationships Policy 2021 at Newmains.

What is Bullying?

Bullying is made up of two things, what someone did and the impact it had. It is a combination of behaviours such as name calling and threats that make people feel frightened worried or hurt. Bullying can happen face to face and online.

Bullying is both behaviour and impact: the impact is on a person's capacity to feel in control of themselves. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out.

We recognise that bullying has a different kind of impact from other behaviour, it affects how children see themselves and the choices they can make. Children who are bullied feel unsafe and other people affect the things they feel they can do. Children who are bullied do not feel like they can be themselves.

Bullying harms emotionally and can harm physically too. Our pupils shared the view that it does not always have to be repeated to be bullying, something frightening can happen once and the impact is the same. Many pupils told us that worrying about what might happen next is a key feature of bullying that has been experienced.

Bullying behaviour can include:

- Being called names, teased, put down or threatened face to face/online
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you (face-to-face and/or online)
- Sending abusive messages, pictures or images on social media, online gaming platforms or phone
- Behaviour which makes people feel like they are not in control of themselves or their lives (face-to-face and/or online)
- Being targeted because of who you are or who you are perceived to be (face to face and/or online)

Prejudice

Bullying behaviour may be a result of prejudice that relates to perceived or actual differences. This can lead to behaviour and language that could manifest into racism, sexism, homophobia, biphobia or transphobia or prejudice and discrimination towards disability or faith.

Everyone who attends Newmains and their families should be able to do so and be free from prejudice or discrimination. Our staff will challenge language and behaviour that relates to someone's

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and civil partnership
- Race
- Religion or belief
- Sex
- Sexual orientation

We also recognise that people experience prejudice for other reasons, like being a young carer, being looked after or because their family is affected by poverty. We will promote and celebrate diversity and respect the diverse and dynamic nature of our school community.

A more detailed list and description of prejudice-based bullying can be found in Respect for All the National Policy in Scotland.

Children's Rights

Children have the right to be safe. Children's Rights sit within a document called the United Nations Convention on the Rights of the Child UNCRC. This includes the right to be safe, the right to an education and to have your views taken into account. We will make sure that our anti-bullying work is informed by the UNCRC and that our staff and pupils understand them.

Responding to bullying

We understand how difficult it can be to come forward if someone is experiencing bullying. We will listen to children and make sure that we take a child's report seriously. We will encourage the child to talk, letting them speak freely.

We will role model calmness and a problem-solving approach.

We may take notes so that we remember the details accurately. We might ask some questions to clarify what has happened. The notes will be used to make sure that we take the most appropriate action and to record any bullying incidents on our reporting forms.

The questions we need to ask are:

What was the behaviour?

What impact did it have?

What do I need to do about it?

We will always ask children who are being bullied what they would like us to do as well and ensure they can influence the direction we take to support them and their families.

We know that sometimes hurtful behaviour or words can have no impact. At Newmains, unkind behaviour, harmful or prejudiced-based language will always be challenged no matter what impact it has.

We also know that sometimes children can over react to low level behaviour. We will always support someone when they feel this way. We will help them develop ways to manage their feelings and understand their own actions and the actions of others.

Best practice as well as our own pupil consultation has told us that children value choices when responding to bullying. It is our role as adults to explore their options and choices and to find a route that works for them. Our consultation also told us children prefer a calm measured response to bullying or concerns.

We will discuss with the child what they would like to happen next and keep them informed of progress or outcomes. Some incidents can be dealt with quite quickly and resolved, others may take time to resolve and we will offer support and strategies to help the child experiencing the bullying behaviour through this.

We will continue to monitor and support children as appropriate. We recognise that pupils told us that bullying can have a lasting impact on them.

What about the child who is bullying?

We understand that all behaviour is communication. We need to help children and young people who demonstrate bullying behaviour by providing clear expectations about behaviour as well as providing a range of ways to respond.

This can include taking steps to repair a relationship, and where appropriate, supporting them to make amends. We need to challenge prejudice and offer the opportunity to learn and change behaviour.

In line with the feedback form parents and carers we recognise that those who are bullying should get support from both parents and the school and that bullying should be dealt with fairly and consistently.

We recognise that some children may have additional support needs or have trouble communicating, this does not excuse or minimise the impact of any bullying or challenging behaviour they may demonstrate.

Each incident is unique and will be dealt with in line with the school values and the approach detailed in this policy. Consequences will be appropriate and reflect the impact of their actions.

We will not label children at Newmains – we shall instead focus on labelling the behaviour and helping them change that.

What did our pupils tell us?

We consulted with every class in the school to develop this policy. Children shared their views and experiences and when asked what advice they feel should be included in the policy, they told us –

Parents should not make too much fuss

Don't get angry

Don't tell us to bully back

Teachers – stay calm, do not shout

Be kind to people

Be Fair

Let us try to sort some things

do not overreact to a small situation

Pupils know who to tell when they are worried about bullying, but they do worry sometimes about what will happen if they tell.

We ask all adults to be mindful of this, children fear making things worse or an adult over reaction. We must recognise that our response is vital and **children at Newmains have told us with a very clear voice, they want us to be calm and to listen.**

Who can you tell?

If a pupil is concerned about bullying, they can approach their teacher and share this. If they are not confident to talk to their teacher, they can approach any teacher or member of staff they feel comfortable talking to.

They can tell a parent, grandparent or carer who can share this with the school. Children value choice and need to have their options explored with them. Some like to talk about it and some prefer to write down their concern. There is no one way to do this.

Children should also be made aware of Childline (0800 1111) as they may value the chance to chat to someone who does not know them as a way of coping.

If a parent or carer has a concern, they can share this with a teacher. They can email the school or call and speak directly to a senior teacher and share their concern. The school will be mindful of confidentiality and ask that parents respect this while concerns are investigated.

Parents told us that they agree the school should be able to resolve low-level every day arguments but want to be informed when bullying has occurred.

Pupils have a role to play, they should respect people's differences and not make others feel unsafe, worried or scared. The school and parents and carers can help with this and work together to resolve issues.

Recording, Reporting, and Monitoring of bullying

We will record, where appropriate, incidents of bullying and discriminatory behaviour. Supportive Guidance for schools was issued in May 2018 by The Scottish Government titled 'Recording and Monitoring of Bullying Incidents in Schools'. The SEEMIS Click+Go. Bullying & Equalities module is seen as the most appropriate tool for schools and local authorities to monitor and record bullying.

When recording bullying incidents, the following information must be included:

- The children and young people involved as well as other adults
- The type of bullying experienced – name calling, threats or rumours etc.
- Any underlying prejudice including details of any protected characteristics
- The impact of the bullying incident, including consideration of personal or additional support needs and wellbeing concerns and
- Actions taken including resolution at an individual or organisational level.

The member of staff to whom the incident is first reported, or who has witnessed the incident, should take the incident seriously. They will use their professional judgement in deciding on appropriate action, in consultation with and agreement from a member of the Senior Management Team. In all cases we will ensure the child is listened to and supported.

We have an internal recording system to monitor all concerning behaviour and low-level incidents. When incidents do constitute bullying, they will be recorded on the SEEMIS module.

Recording is used as a school improvement tool. It is to be used to learn about themes and patterns of bullying that happen and address any issues that arise from this.

Training and Development

All staff have received training on Anti-Bullying as part of the ORBIS Optimal Behaviour and Relationships in Schools Programme.

Review

The success of the policy will be reviewed on an ongoing basis and will be formally reviewed in two years' time. We shall survey the pupils annually and include anti-bullying in this survey. We survey the views and experiences of our parents annually and this includes anti-bullying.

August 2021