

Ralston Primary School Anti Bullying Policy

Rationale:

We endorse the policy of Renfrewshire Council. All pupils should work and socialise in a positive, well-disciplined atmosphere to enable them to reach their potential.

Definition:

Bullying is an unacceptable form of behaviour through which an individual or groups of individuals feel threatened, abused or undermined by another individual or group of individuals. Bullying is behaviour, which can be, defined as a repeated attack of a physical, psychological, social or verbal nature by those who are able to exert influence over others.

Bullying can take many forms. It may include physical aggression, intimidation, threatening, extorting, pressurising, name-calling or teasing. Less obvious examples such as ignoring or excluding someone are also regarded as bullying and their possible effects should not be minimised. Bullying can also include using technology such as text messages, email, instant messaging, social networking etc.

Aims:

The focus of the policy is to promote positive behaviour and to provide working guidelines for schools to meet required standards in;

- Preventing bullying.
- Dealing with bullying.
- Providing information for parents, carers and the community.

There are considerable benefits from tackling bullying effectively and consistently at an early stage as it leads to:

- Improved safety of young people.
- Improved standards of behaviour.
- Improved academic performance.
- Increased self-esteem and motivation.
- Improved attendance.
- Improved partnerships, communication and trust among all parties.
- Improved social competence for life.

Children are encouraged to report any incidents to any adult in the school community.

Learning and Teaching:

In each classroom, there is an ethos whereby all members of the school's community take responsibility for reporting and challenging bullying. All staff strive to develop a positive, anti-bullying ethos by promoting equality and nurturing a sense of identity and belonging for all.

- Our Bounce Back Programme provides children with opportunities to discuss and reflect on bullying.
- There is a special focus week annually when explicit and consistent messages that bullying is unacceptable are restated.
- There is an agreement on what bullying is between teachers, parents and pupils.
- On a 3 yearly cycle, pupils are given a questionnaire to survey bullying.

Through our Health and Wellbeing programme, pupils learn to;

- Take responsibility for their own learning and behaviour.
- Value and respect all people.
- Exercise rights and take on responsibilities.
- Practise self-control and problem solving strategies.

Roles and Responsibilities:

The Head Teacher is the anti bullying co-ordinator. She will ensure that all incidents are investigated and recorded in a fair manner.

Responsibility for the implementation of this policy lies with the whole school community.

Managing and Recording Incidents:

Any person to whom a potential bullying incident is reported to should take it seriously and use professional judgement in deciding appropriate action.

When responding to a particular incident we will consider:

- The age of the individuals involved.
- The nature of the incident.
- Whether there are any behavioural/learning needs which could affect an individuals behaviour towards others.
- Whether the individuals have been involved in previous incidents.
- The duty of care to all pupils and staff.

All incidents will be fully investigated within 3 working days. Paperwork required by Renfrewshire Council will be completed by the Head Teacher. If a delay is unavoidable a letter is sent home with the person making the allegation stating that it is under investigation and parents will be contacted upon completion of the enquiry.

All bullying incidents must be recorded on SEEMIS.

Staff Development:

All staff are aware of the policy.

Monitoring and Review:

This policy will be monitored in line with the School Improvement Plan.

TACKLING BULLYING IN RENFREWSHIRE

SCHOOL CHECKLIST

FOR EACH INCIDENT

- Bullying Incident Reported.
- Letter sent out to parent to inform them.
- Incident Form completed.
- Reference Number allocated.
- Incident recorded on authority monitoring form.

MONITORING

- Monitoring Form for authority submitted to Pupil Services Manager.
- By 20th December each year.
- By 20th June each year.

Our Ref: JMcG/M
Date:
Subject: Allegation of Bullying

Dear

Allegation of Bullying

Your son/daughter has reported on (date) that he/she has been subjected to bullying. You can be reassured that the school does not tolerate any form of bullying and this allegation is being investigated thoroughly. You will receive further information within three working days.

If, at a later date, you become aware of any incidents of this nature, we ask you to alert the school in order that further action may be pursued.

Thank you for your assistance.

Yours sincerely

Jillian McGown
Head Teacher

Allegation of Bullying

**Ralston Primary School
School Road
Ralston, Paisley
Paisley
PA1 3AT**

I acknowledge receipt of this letter.

Name.....

Signature.....

Child's Name.....

Class.....

Our Ref: JMcG/GJU/M
Date:
Subject: Allegation of Bullying

Dear

It has been reported to the school on (date) that your child has been involved in behaviour towards another pupil that may be considered as bullying.

The school does not tolerate any form of bullying and this allegation is being investigated thoroughly.

You will receive further information within three working days.

Thank you for your assistance.

Yours sincerely

Jillian McGown
Head Teacher

Allegation of Bullying (Date)

**Ralston Primary School
School Road
Ralston, Paisley
PA1 3AT**

I acknowledge receipt of this letter.

Name:

Signature:

Child name:

Class:

Checklist for Investigating an Incident.

- Who was involved – is there or are there apparent victim/s? If so who is it/are they?
- In what way did the victim/s (if such exist) suffer?
- How did the incident start? Was it spontaneous or premeditated?
- What is alleged to have happened, from the perspective of all those involved?
- When did the incident take place?
- Where did the incident take place?
- Who witnessed the incident (pupils, parents, staff and other)?
- Who reported it to whom and when?
- Is there any background to this incident?
- Is there any other reason for considering this to be bullying behaviour?
- Why does the reporter or investigator of the incident perceive this to have been a bullying incident?
- To what extent did the incident affect others?
- What was the response of the victim/s (if such exist)?
- What does/do the victim/s wish to see resulting from the investigation?