

St John Ogilvie Primary School Anti-Bullying Policy



January 2019

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In line with Renfrewshire Council's Anti-Bullying Policy our aim is to create an environment where bullying cannot thrive. We promote a culture of positive behaviour and respectful relationships in our school.

At St John Ogilvie Primary School pupils and the wider community play a part in school life, thus creating an environment where bullying cannot thrive. Children's rights are promoted and respected. Diversity is celebrated and there is a shared understanding of acceptable and unacceptable behaviours.

Renfrewshire Council's Policy can be found here and should be read in conjunction with this policy -

http://www.renfrewshire.gov.uk/media/2043/Anti-Bullying-Policy/pdf/Anti_Bullying_Policy2.pdf?m=1535032176043

What is bullying?

We recognise that bullying impacts people differently from other behaviours. Children who are bullied feel unsafe. It affects how children see themselves and the choices they feel they can make. At St John Ogilvie Primary School, we define bullying as

Bullying is both behaviour and impact: the impact is on a person's ability to feel in control of themselves. It is unkind behaviours that make people feel hurt, threatened, frightened and left out.

Pupils at St John Ogilvie have explored and agreed that this definition that will be used. Our parents and carers who attended consultation sessions were in agreement that this definition should be used.

Bullying can harm people physically or emotionally and, although the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions, looks, messages, confrontations, physical interventions, or the fear of these. This behaviour can happen both face to face and online.

This behaviour can reflect prejudice and we will always address prejudice-based language and behaviour in line with the expectations set out in Renfrewshire Council's Anti-Bullying Policy.

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. The UNCRC has 54 articles that cover all aspects of a child's life and sets out rights that all children everywhere are entitled to. This includes the right to be safe, the right to an education and the right their views taken into account.

Every child has rights whatever their ethnicity, gender, religion, language, abilities or any other status. We will make sure that our anti-bullying work at St John Ogilvie is informed by the UNCRC and that our staff and pupils are aware of Children's Rights.

Creating an environment where bullying cannot thrive

Our aim is to create a school where bullying does not thrive. We do this through working in partnership with parents, listening to and empowering our pupils and supporting and developing our staff. Supporting the Health and Wellbeing of our pupils is at the heart of everything we do.

Some of the approaches and programmes used include:

- PATHS (Promoting Alternative Thinking Strategies)
- Education Scotland RE in Catholic School Curriculum Guidelines – This is our Faith and God’s Loving Plan
- Treehouse (Tree of Knowledge)
- School Buddy Programme
- Playground Mediators
- Committee Groups
- Internet Safety through assemblies, information evenings and ongoing activities in school.

Our Vision at St John Ogilvie Primary is

A Community of Excellence and Opportunity for All

Our School Values are

Respect, Kindness and Honesty

At St John Ogilvie we aim to:

- engage all our pupils in the highest quality learning activities which focus on outcomes and maximise success for all learners.
- share a common vision with our pupils, parents and staff and to foster high quality leadership at all levels.
- work in partnership with parents, other agencies and our community to improve and support learning.
- value and empower our staff and pupils, to reflect on our work, welcome challenge and to experience personal and collegiate responsibility.
- promote wellbeing and respect within a culture of ambition and achievement, reflecting gospel values within a community of faith and learning

We have a Parent Partnership at St John Ogilvie. The objectives of the Parent Partnership are:

- To work in partnership with parents, school staff and pupils to create a welcoming school. It aims to be inclusive and promote partnership between the school and the church.
- As members of a community of faith to develop and engage in activities which support the education and welfare of the pupils to identify and represent the views of parents on the education provided by the school and other matters affecting the education and welfare of the pupils.

Responding to Bullying

If a pupil is concerned about bullying, they are encouraged to speak to their teacher about this. If they do not feel they are able to do this, they can approach any member of staff they feel comfortable speaking to. Similarly we would encourage our children to tell a trusted adult at home about the difficulties they are experiencing, parents and carers can contact the school if they are concerned.

Posters displaying details of how to contact Childline (0800 1111) are displayed in the school. Children may value the chance to chat to someone who does not know them as support.

The Keep Safe Kids App is another way of accessing support and raising a concern regarding bullying. This app is available to download from App Store/ Google Play. The app is also available on school ipads.

The term bullying relates to both behaviour and impact. When investigating and responding to concerns about bullying both behaviour and impact will be discussed.

Staff at St John Ogilvie Primary School will always ask –

What was the behaviour?

What impact did it have?

What do I need to do about it?

Our pupils are supported to develop respectful, responsible and confident relationships with other young people and adults.

We will always ask children who feel they are being bullied what they would like us to do and give them the opportunity to influence the direction we take in supporting them and their families.

At St John Ogilvie Primary, unkind behaviour, harmful or prejudiced-based language will always be challenged no matter what impact it has.

Our pupils also told us that sometimes a person can feel bullied but they have not been. Sometimes children can overreact to low level behaviour. Irrespective of the behaviour, we will always address how a child feels.

It is our role as adults to explore the various options and choices available to pupils when responding to bullying. Feedback from our pupil focus groups identified that some children may need time before they are able to speak about their feelings in relation to bullying. Whereas others may prefer to speak about it straight away. Some may draw or explore it in other ways and some cope through art, drama and sports.

Through supporting our pupils we aim to find solutions and help children regain a sense of control and influence over how they feel.

What can Pupils expect at St John Ogilvie Primary School?

Pupils can expect -

- To be treated fairly
- To be safe
- A consistent approach
- To be listened to, involved and asked about what is happening to them
- To be supported and helped when bullied. We will always address the impact of bullying and support children and their families to feel safe. Our aim is that children who have experienced bullying behaviour are helped to feel like themselves again.

How we respond to incidents of bullying

- That there are consequences for bullying other pupils. These are individual to each situation.
- We understand that all behaviour is communication and will therefore support children and young people who are bullying by providing clear expectations about behaviour. We will support pupils in taking steps to repair relationship, and where appropriate make amends.
- We will challenge prejudice and we will provide opportunities for our pupils to learn from and change their behaviour.
- Feedback from parents and carers indicated the importance of supporting pupils who are bullying and dealing with all incidents in a fair and consistent manner.
- We will focus on labelling the behaviour not the child.
- Children who are bullying may also get reduced time in the playground and increased supervision.

Pupil feedback

Our pupils told us that they felt safe in school and that teachers and staff help them resolve situations. They feel the school is caring and that there are opportunities for them to have their say. Pupils would like bullying to stop as quickly as possible and sometimes they would like the school to do things quickly making sure that children who bully are kept inside during break.

They know they can tell an adult but value a worry box as well. They told us they worry sometimes that telling an adult may 'make things worse' or that on some occasions adults can overreact. They want adults to listen first, then react.

They told us

'Try and be nice, if you see something – notice and tell a teacher'

'Don't get involved in arguments, don't join in name calling'

'You don't need to be friends with everyone'

'Be kind, stop hurting others'

'Best school'

'Encourage pupils to be the best they can be'

What can our Parents and Carers expect?

As part of this policy development process we spoke to parents and carers and they told us that partnership with the school was vital. Most were confident that the school will deal with bullying effectively. Parents and carers value communication and feel they have a clear role in communicating expectations to their children about behaviour and kindness. They agree teaching children about behaviour and relationships is a joint responsibility with the school.

In line with their feedback, parents will be informed when there are concerns about bullying. The school will investigate these first and make a judgment on the behaviour and the impact before contacting parents or carers.

We asked our pupils about what advice and guidance we should give to parents and carers on responding to bullying. The pupils told us that this was an emotional issue and that it can make

parents and carers upset and angry. They stated consistently across the school that they would like parents and carers not to overreact and to listen, resisting the temptation to 'get mad' and that they should 'not rush to the Head Teacher'.

As a result of the consultation parents and carers can expect -

- Open and ongoing partnership with the school.
- To be included and informed when there are concerns about bullying
- Pupils to be supported in a way that helps them feel listened to, included and safe.
- Guidance and support on dealing with bullying both if their child is being bullied or is bullying.

Bullying behaviour can also happen online. We strongly encourage parents and carers to monitor their child's use of technology. We ask them to challenge any negative usage as well as support their child if they are receiving bullying messages inline. Parents are reminded to ensure that their child's social media accounts are private and have appropriate age restrictions in place.

We asked our parents and carers to use three words to describe our school. These are the words that were suggested...



Monitoring and Recording Bullying

In line with Renfrewshire Council guidelines all incidents assessed as bullying will be recorded on SEEMIS, our electronic management of information system. Renfrewshire Council advises that staff should use their professional judgement when deciding what to record on SEEMIS.

Not all disagreements between children are necessarily bullying and it is recommended that staff should consider behaviour and impact before deciding if it is bullying and whether it should be recorded.

The purpose of recording incidents is for schools to learn about what kind of bullying is happening in their establishment and to identify if there are trends or issues which require to be addressed. To this end, recording is used as an improvement tool.

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

- Details of 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.

Training

All staff at St John Ogilvie have had training on this approach to anti-bullying.

Review

This policy will be reviewed in three years in line with Renfrewshire Council's Policy.