**Cairn Primary School Anti-Bullying Policy**



**Introduction**

C:\Documents and Settings\sa13Dunlopa\Local Settings\Temporary Internet Files\Content.IE5\LAYV4H3V\MC900048764[1].wmfAt Cairn Primary School we are committed to ensuring that we provide a positive, safe and supportive environment for all members of the school community. All children have the right to work and learn in an atmosphere that is free from victimization, harassment, and fear, and Cairn Primary School is committed to working in partnership with parents in ensuring that all our pupils feel safe and happy within the school setting.

It is a normal part of growing up for children to fall in and out with each other. Bullying, however, is never acceptable, is not a normal part of growing up, and we will never view it as such.

**Aims and Objectives**

**Our aims and objectives in formulating a school Anti-Bullying policy are as follows:-**

**•** To reduce and eradicate, wherever possible, instances in which pupils are subjected to bullying in any form

• To establish appropriate procedures for dealing with incidents of bullying in the school

• To ensure that all pupils, parents and staff are aware of the school policy and fulfil their obligation to it

**What is Bullying?**

Bullying behaviour is an abuse of power or strength and it can happen in many different situations and to anyone – regardless of age or gender. Bullying is not a normal part of growing up. There is not one single type of behaviour that defines bullying, but it could be –

C:\Documents and Settings\sa13Dunlopa\Local Settings\Temporary Internet Files\Content.IE5\PCCUS6AI\MC900232130[1].wmf• Being called names, teased, put down or threatened

• Being hit, tripped or kicked

• Being ignored, left out or having rumours spread about you

• Being targeted for who you are, or what you look or speak like

• Receiving abusive text messages or emails

Children or young people may become frightened or intimidated because bullying behaviour works through fear and manipulation. We recognise that it is very important that all adults, parents and staff are aware of, and can recognise the signs of a child being bullied, in order to then take appropriate action.

Children need to know what to do, and whom to turn to for help and advice both in and out of school.

**What will school do to help?**

We have a number of approaches in place to promote positive behaviour and to try to eradicate bullying in any form –

• A positive school ethos

• A clear rules and rewards system, i.e. our Assertive Discipline policy

• A clear anti-bullying policy

Rights Respecting School activities promote an awareness of everyone’s rights

• A programme for challenging discrimination and promoting equality and fairness within our Health and Wellbeing structure

• Additional Support for pupils in need is discussed and planned with parents

• A staged Intervention programme, which outlines clear targets for pupils, is in place and is reviewed regularly

• Guidelines in the school handbook clearly explain how parents can make a complaint or raise a concern, and explain what will be done

• We log all incidents of serious bullying behaviour and review the log regularly (Appendix 1)

• We endeavour to ensure that all pupils know how to express their worries, i.e. using the Bully Box, talking to staff etc.

• We take part in anti-bullying campaigns, both nationally and locally

• We display anti-bullying notices and helpline numbers clearly

• We ensure that the interest of each and every child is our primary consideration

**Parents can expect that:**

• There is a clear anti-bullying policy and programme in place

• There is a clear, fair rewards and sanctions system in place, i.e. our Assertive Discipline Policy

• Additional support is available for those who need it and it is reviewed regularly

• Parents are welcomed and involved in their child’s learning

• The interests of each and every child is our main consideration

• Staff will take time to listen to your child and will value and act upon what they say

**Parents respect our rights by:**

• Help school to meet the needs of your child by discussing your child’s needs and progress with staff regularly – at both informal and formal meetings

• Endorse and support the school anti-bullying policy

• Let school know if anything happens in your child’s life that may affect the learning, behaviour, relationships or general wellbeing of your child

• Take an active interest, and participate in your child’s learning, and be aware of how to raise concerns if they arise

• Stress to your children the importance of sociable behaviour and rules at all times

• Report any incidents or concerns relating to either victims or perpetrators of bullying



**What pupils can expect:**

**Staff will:-**

• Encourage pupils to use the Bully Box or talk to staff about any worries

• Listen to you, value and take what you are saying seriously, and act upon it

• Log all serious reports and incidents and ensure the Senior Management Team know about them

• Make sure everyone takes part in anti-bullying campaigns to try to eradicate bullying behaviour in school

• Encourage you to have high aspirations and ambitions for yourself

C:\Documents and Settings\sa13Dunlopa\Local Settings\Temporary Internet Files\Content.IE5\ON4BKF3H\MC900439913[1].wmf• Always ensure that your best interests are our main consideration in all we do

• Support you when needed, and have peer support systems like Buddying and Mediation to help you achieve your potential as far as possible

• Make sure anti-bullying displays, posters and information are up to date and that helpful phone numbers are on them

• Involve the Pupil Council in our anti-bullying strategies

• Work with you to make sure you can show resilience to peer pressure

• Continue to try and develop and improve upon positive staff-pupil relationships in school

• Work with you and your parents to try to eradicate bullying behaviour in Cairn Primary School completely

**Pupils respect our right to a safe school education by :**

• Support and co-operate with staff to ensure that the school anti-bullying policy is implemented

• Report all incidents of bullying in line with school procedures

• Be respectful and supportive towards their fellow pupils and report any incident which a victim may be afraid to report themselves

• Adhere to and promote the aims and objectives of this policy

• Refrain at all times from behaviour which would constitute bullying of a fellow pupil

**Links:**

• South Ayrshire Council ‘Guidelines on Anti-Bullying strategies’

• ‘Respect Me’ – Scotland’s Anti-Bullying service

**When any allegations of bullying are made:**

These points will be considered:

• How much the bullying child intended to hurt?

• How much the bullied child was hurt?

• How much threat was used?

• Have there been repeated incidents?

• Is one person being targeted?

• How many were involved?

• Is the behaviour is planned / pre-meditated?

**Investigating, dealing with, recording and monitoring incidents of bullying**

Many incidents of bullying are resolved quickly and with limited staff intervention and can be dealt with by the class teacher. However, there are other incidents of bullying which are more complex and need to be dealt with in more detail. These will be dealt with, either by Mrs McDougall (HT) or by Miss Flint (DHT). The details will be recorded and monitoring will take place over an appropriate period of time.

In cases of persistent bullying, monitoring will continue throughout the session. Parents/carers will be informed and involved at an earlier stage to foster and strengthen a co-operative ethos. This will be done by telephone or letter and parents may be asked to make an appointment to come into school to meet with Mrs McDougall or Miss Flint.

Parents/carers will be:

**√** told about the steps which will be taken to try to resolve the incident.

**√** given progress reports

**√** advised of disciplinary action to be taken (if any)

These steps will **only** be taken if the bullying is persistent and the attitude and behaviour of the bully does not change.

Recording and reporting bullying incidents: The form below will be used to record incidents of bullying in Cairn.



|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Pupil name:** | | **Victim/s:** | | |
| **Type of Incident** | | | | |
| **Written** |  | | **Isolation** |  |
| **Verbal**  E.g. name calling, threatening, sarcasm, discriminatory comments etc |  | | **Incitement**  **Encouraging others to bully, repeatedly behaving in a discriminatory way.** |  |
| **Physical**  Pushing, shoving, fighting, tripping up etc |  | | **Using technology**  Anonymous phone calls, offensive or threatening text messages/emails/facebook messages |  |
| **Damage to property**  Theft of bags, clothes, money, tearing clothes, ripping books etc |  | | **Other:** please specify |  |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **When did incident occur?** | | During class |  | | During midmorning break | |  | | Before school | |  | |
| Between classes |  | | At lunch time | |  | | After school | |  | |
| **Other – please specify** | | | | | | | | | | | | |
| **Where did incident occur?** | **In class** | | |  | | **In school or playground** | |  | | **Outside school** | |  |
| **Describe incident:** | | | | | | | | | | | | |
| **Witnesses interviewed:** | | | | | | | | | | | | |
| **Action taken: (including parent contact and pupil support)** | | | | | | | | | | | | |