



**Girvan Primary School**  
South Ayrshire Council

# **Anti-Bullying Policy**

**Revised October 2021**

## **Rationale**

Young people have the right to learn and play in a safe, inclusive and supportive environment, free from victimisation, harassment and fear, and we are committed to working in partnership with the wider school community to ensure our young people feel safe and happy within Girvan Primary School.

It is recognised that children and young people will fall out and disagree with each other as they form and build friendships. This is a normal part of growing up and most children and young people have the ability to bounce back from this type of behaviour. Bullying, however, is not a normal part of growing up and it should never be seen as such. Bullying is unacceptable and must be addressed quickly.

Early intervention and prevention are key elements of our approach, ensuring we get it right for all of our children and young people.

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### **Article 2 – Non-discrimination**

The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities and any other status, whatever they think or say, whatever their family background.

*United Nations Convention on the Rights of the Child  
(UNCRC)*

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## Principles

The principles underpinning our policy and practice in relation to anti-bullying are based on the United Nations Convention on the Rights of the Child which requires schools to ensure:

- The best interests of the child or young person are a primary consideration in all actions;
- The views of children and young people are taken into account on all matters affecting them;
- They continue to increase the participation of children and young people in the process of education;
- They are concerned with the learning and participation of children and young people in the process of education;
- They are concerned with the learning and participation of all children and young people who may be particularly vulnerable to negative peer pressures;
- They will continue to improve and develop positive relationships for children, young people and staff; and,
- They are aware that diversity should be acknowledged as a rich resource to support the learning and development of all

Additionally, our policy and practice is underpinned by The Equality Act 2010, Getting It Right for Every Child (GIRFEC), Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People (Scottish Government) and Management Guidelines on Anti-Bullying (South Ayrshire Council).

## Aims and Objectives

- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form;
- To establish procedures for dealing with incidents of bullying in school; and,
- To ensure all pupils, staff and parents/carers are aware of anti-bullying policy, allowing them to fulfil their obligations

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### **Article 12 – Respect for the views of the child**

Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.

*United Nations Convention on the Rights of the Child  
(UNCRC)*

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## Definition

'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 and left out. This behaviour happens face to face and online.'

*(RespectMe, 2015)*

Bullying takes place when the actions of an individual or group of people cause harm to someone by taking advantage of an imbalance of power within a relationship (whether perceived or real). This behaviour 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 include, although is not limited to:

- 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)

### Prejudice-based bullying

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 or discrimination towards disability or faith.

Prejudice-based bullying is when bullying behaviour is motivated by prejudice based on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance. For example, prejudice arising from socio-economic background or a child or young person's appearance.

### Online Bullying

Online bullying, also known as 'cyberbullying' will be approached in the same way as face-to-face bullying.

## Setting Standards

The values and benefits underlying this policy statement may be considered in the context of the following:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it
- The school recognises the detrimental effect on pupils who may be subjected to bullying and all staff work actively to minimise the risks
- Victims of bullying will always be treated in a supportive manner
- Appropriate action will be taken for the perpetrators of bullying
- The harmful effect on pupil performance which can occur as a result of bullying is acknowledged and our school is committed to investigating and combatting all reported bullying behaviour

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### **Article 19 – Protection from violence, abuse and neglect**

Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

*United Nations Convention on the Rights of the Child (UNCRC)*

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## **Prevention and Education**

Prevention is the most effective way to limit and, hopefully, eradicate bullying within the school community.

Positive relationships are role modelled, promoted and encouraged across the school. Children and young people demonstrating the qualities of being 'ready', 'respectful' and 'safe' are acknowledged and their achievements celebrated.

The subject of bullying and cyberbullying is discussed and explored within the health and wellbeing element of the curriculum, as well as in a number of other areas. Our 'PATHS' health and wellbeing programme promotes the recognition and management of emotions.

To raise awareness of bullying and cyberbullying and our school policy, the subject is covered in assemblies and through participation of awareness events. Young people are encouraged to raise concerns with a trusted adult as soon as possible to allow them to be dealt with in an appropriate manner.

As a Rights Respecting School, at the start of each session, all classes work to create a class charter which details actions which they and adults agree to ensure all children and young people receive the rights they are entitled to. This is regularly referred to throughout the year to support conversations around rights.

## **Procedures**

The main aims of intervention for alleged or actual incidents of bullying are to make pupils feel safe and supported, as necessary, and to encourage better behaviour from any pupil displaying bullying behaviour and observers. In the case of alleged or actual bullying:

- All serious incidents of bullying shall be reported to a member of the Senior Management Team
- After thorough investigation, a member of the Senior Management Team will contact the parent/carer
- Children and young people found to be carrying out bullying behaviour will engage in restorative approaches to address the issue
- Further sanctions will be considered and issued as appropriate
- Support will be provided to victims and perpetrators of bullying – parental cooperation and assistance will be sought
- Playground supervisors will be alerted to any incidents of bullying behaviour
- Regular opportunities will be provided to allow for the discussion of social issues, including bullying

## **Pupil Responsibilities**

To build and maintain positive relationships, all children and young people are reminded to:

- Contribute to and have an awareness of the school's anti-bullying policy
- Report all incidents of bullying, in line with school procedures, with a trusted adult
- Be respectful and supportive towards fellow pupils, reporting any incidents in which they consider bullying to have occurred
- Adhere to and promote the school vision and values
- Ensure they are 'Ready, Respectful and Safe' at all times

## **Parent/Carer Responsibilities**

Parents and carers have responsibilities which are vital in combating bullying. They are reminded to:

- Contribute to and familiarise themselves with the school's anti-bullying policy
- Stress to their child(ren) the importance of building positive relationships, displaying the qualities of being 'Ready, Respectful and Safe' at all times
- Actively listen to your child(ren) when they share information on situations that may be considered as bullying
- Report any incidents or concerns relating to either victims or perpetrators of bullying, acting in the best interests of the child/young person involved, by contacting the school office
- Work in partnership with the school to resolve the issue, keeping channels of communication open until the situation is resolved
- Engage with any opportunities to develop knowledge of bullying, keeping up to date with developments in this area
- Avoid telling your child/young person to retaliate – although a common response, this is not necessarily the most effective or safest option

## **Evaluation**

To monitor the effectiveness of this policy, the number of reported incidents of bullying will be monitored. This will be used to inform any future policy amendments.

## Links

- RespectMe – Scotland’s anti-bullying service - <https://respectme.org.uk/>
- Childline – <http://www.childline.org.uk/>
- ThinkUKnow – Online safety resources - <https://www.thinkuknow.co.uk/parents/>
- Bullying – A Guide for Parents and Carers - <https://education.gov.scot/improvement/learning-resources/inc79-bullying-guide/>
- UN Convention of the Rights of the Child (UNCRC) - <https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>
- Equality Act 2010 - <https://www.gov.uk/guidance/equality-act-2010-guidance>
- Getting It Right for Every Child (GIRFEC) - <https://www.gov.scot/policies/girfec/>
- Respect for All: The National Approach to Anti-Bullying for Scotland’s Children and Young People - <https://education.gov.scot/improvement/self-evaluation/respect-for-all-the-national-approach-to-anti-bullying-for-scotland-s-children-and-young-people/>