



# Kingcase Primary Anti-Bullying & Equalities

Created December 2023

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This policy will be developed in partnership with our whole school community and applies to all of its stakeholders.

It will be reviewed at least every three years. Strategic work is planned for Term 2 of 2023/2024 to further develop a whole school approach. This was identified as an area of relative attention in our self-evaluation activities carried out with staff and pupils. Thankfully our incidents of bullying are relatively low.

## RATIONALE

Kingcase Primary and Early Years Centre is a community of compassion, honesty and learning where all are welcomed and cared for. Our school is built on the value of 'equity' for all.

All children are entitled to learn and play in an environment in which they feel safe, respected and valued and are free from all forms of abuse, bullying or discrimination. These rights extend to the adult members of our school community. Bullying behaviour is never acceptable, and where it does happen, we would expect a degree of learning to take place and solutions to be sought.

Our school Values and Aims work in strong partnership with hand-in-hand with the articles of the *United Nations Convention on the Rights of the Child*:

- ✓ **Article 19** Children have the right to be protected from being hurt and mistreated, physically or mentally.
  - ✓ **Article 14** Children have the right to think and believe what they want and to practise their religion, as long as they are not stopping other people from enjoying their rights.
  - ✓ **Article 29** Children's education should develop each child's personality, talents and abilities to the fullest. It should encourage children to respect others' human rights and their own and other cultures.
  - ✓ **Article 15** Children have the right to meet together and to join groups and organisations, as long as it does not stop other people from enjoying their rights. In exercising their rights, children have the responsibility to respect the rights, freedoms and reputations of others.
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This policy is also heavily informed and supported by other areas of work in our school. This list includes:



Our School's Motto is '*Soaring to Excellence*'.  
It is also supported by our One School Rule of '*Ready, Respectful, and Safe*'

Our School Values of  
Respect, Responsibility,  
Compassion, Equity and  
Honesty



We are a GOLD awarded  
Rights Respecting School

## AIMS OF THIS POLICY

- To ensure all bullying behaviour in Kingcase Primary and EYC, including prejudice-based bullying, is taken seriously and fully investigated
- To promote a culture of openness where all members of our school community are equipped with the appropriate knowledge, skills and resilience to recognise and report bullying behaviour
- To help ensure our Kingcase Values don't become empty words but is manifest in genuine actions of compassion, tolerance, inclusion and respect amongst all members of our school community
- To reduce (with an aspiration of eliminating) the number of pupils who experience bullying behaviour within our school community
- To ensure that a belief in an individual's capacity to change underpins the way in which Kingcase deals with those who show bullying behaviour. As a child-centred school, we accept that some children may require a greater amount of support to change their patterns of behaviour

## WHAT IS BULLYING?

The Scottish Government defines bullying behaviour as behaviour which leaves people feeling helpless, frightened, anxious, depressed or humiliated. Bullying behaviours may, but do not always, include:

- name calling, teasing, putting down or threatening
- ignoring, leaving out or spreading rumours
- hitting, pushing, tripping, kicking
- stealing and damaging belongings
- receiving abusive messages or having nasty comments made about you online.
- humiliation
- targeting someone because of who they are or are perceived to be

The impact an incident has had on a child or young person is more important than whether it is classified as bullying.

## PREJUDICE BASED BULLYING BEHAVIOUR

When bullying behaviour focuses on a part of someone's identity, such as their ethnic origin, religion, gender or sexual orientation, this is classed as prejudice based bullying. Under the *Equality Act 2010*, Kingcase has an obligation to address prejudice based bullying behaviour; failure to do so may be discrimination.

The *Equality Act 2010* defines the following protected characteristics:

- age
  - race
  - sex
  - disability
  - religion or belief
  - sexual orientation
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
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## RESPONDING TO ALLEGATIONS OF BULLYING BEHAVIOUR

When bullying behaviour occurs in Kingcase Primary, respecting the rights of all children involved is of paramount importance. Kingcase aims to establish a culture of mutual respect and understanding and will promptly address the needs of those bullied, as well as the bully, within a framework of respect, responsibility, support and resolution:

- a) Kingcase will take necessary action to deal with bullying.
  - b) A member of the Senior Leadership Team will carry out an investigation
  - c) Kingcase will work with the young person who is being bullied to help them feel safe and find solutions to the bullying behaviour
  - d) A 'first offence' of a minor nature (for example, name-calling) will be challenged and the child will be made aware that this behaviour is unacceptable. It will be made clear to the child that any further incidents will be formally recorded
  - e) A member of the Senior Leadership Team will inform the parents/carers of any child who is being bullied
  - f) A member of the Senior Leadership Team will inform the parents/carers of any young person who is displaying bullying behaviour to support and encourage the pupil to modify their behaviour
  - g) Kingcase Primary will ensure appropriate recording of incidents.
  - h) Kingcase will work with those displaying bullying behaviour to help them change their behaviour – this might be over a period of time, depending on the root cause of the behaviour. This may be because the need of the child displaying the behaviour is complex – i.e. – they have experienced trauma, are neurodivergent or have a processing difficulty.
  - i) Where appropriate, Kingcase will work with both parties to help reconcile relationships through restorative conversations
  - j) A member of the Senior Leadership Team will monitor recorded incidents to ensure patterns of behaviour are promptly recognised and appropriate measures put in place to address these.
  - k) In extreme cases of physical bullying, advice may be sought from the Local Authority.
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Through lessons in class, children are encouraged:

**If you are being bullied:**

- Report the bullying behaviour to an adult immediately. You will be taken seriously and treated with respect at all times
- An appropriate plan and course of action will be discussed and implemented
- Appropriate recording of any incidents/patterns of behaviour.
- Regular updates and check-ins will be carried out

**If you are displaying bullying behaviour:**

- Your bullying behaviour will be challenged
- You will be treated fairly and with respect
- You will be supported in examining your behaviour and finding more positive ways to behave
- You will be encouraged to and supported in changing your behaviour
- If appropriate, you will be given the chance to have a restorative conversation with the person you have been bullying in order to reconcile the relationship
- Your parents/carers will be contacted by a member of the Senior Leadership Team in order to identify ways in which we can move forward in a more positive manner
- Your bullying behaviour will be recorded

## ROLES AND RESPONSIBILITIES

### SENIOR LEADERSHIP TEAM

- The roles and responsibilities of the Head Teacher and Senior Leadership Team are listed in the previous section, 'Responding to allegations of bullying behaviour'

### TEACHING STAFF

- Provide an environment where all children feel safe, welcome and included
- Foster an ethos of inclusion and promote positive attitudes in the classroom
- Actively involve children in promoting positive behaviour and regularly discuss the effects of bullying behaviour through Health & Wellbeing lessons and cross-curricular work.
- Be vigilant and look out for unusual behavioural trends; monitor children who give cause for concern.
- Provide appropriate support and guidance to those involved in bullying behaviour

### SUPPORT STAFF

- Help create and maintain an environment where all children feel safe, welcome and included
  - Foster an ethos of inclusion and promote positive attitudes in the classroom and playground
  - Actively involve children in promoting positive behaviour by supporting them in their day-to-day interactions and play
  - Be vigilant and look out for unusual behavioural trends; monitor children who give cause for concern.
  - Provide appropriate support and guidance to those involved in bullying behaviour
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## PUPILS

- Be proactive in supporting a school community where bullying behaviour is never tolerated
- Ensure, through their words and actions, that everyone feels valued and respected
- Immediately report incidents of bullying behaviour against themselves or others
- Own-up immediately if they have been guilty of showing bullying behaviour, accept any consequences and commit themselves to changing their behaviour
- Actively engage in peer mediation when resolving disputes
- Use their membership of a Pupil Voice Groups to bring about positive change and improvement within Kingcase
- Contribute to anti-bullying campaigns such as posters, leaflets and assemblies

## PARENTS AND CARERS

- Support the school's values of compassion, equity, honesty and respect for self and others
- For Parents/Carers to have an understanding of what living in an inclusive society means – we have children whom have lived in the care system, have experienced trauma or have neurodivergent behaviours as a result of Autism, ADHD and/or dyslexia.
- Help maintain open lines of communication between home and school.
- Be supportive of any sanctions put in place by the school following the investigation of a bullying incident
- Monitor their child's communication and behaviour online.

## DAY-TO-DAY MAINTENANCE OF A CULTURE WHICH PREVENTS BULLYING BEHAVIOUR

- All members of our school community are regularly reminded that bullying behaviour is never acceptable
  - Our Vision and Values, which all members of our school community are regularly reminded of.
  - Adults and pupils are actively encouraged to model compassionate behaviour and positive relationships
  - Assemblies, focus weeks, and Health & Wellbeing lessons regularly focus on how we treat one another
  - All members of our school community are regularly reminded of their roles and responsibilities in relation to preventing and responding to bullying. This includes visual reminders around the building and on the school website
  - Use of Kingcase Action Groups, giving them regular opportunities to contribute to change and improvement within our school
  - P5-7 Buddies provide support to our youngest children in building positive relationships
  - P7 Captains and Squad Leaders work to reinforce how our school values should be lived day to day
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