



Monkton Primary School and Early Years Centre

Anti-Bullying Policy

"Bullying is both behaviour and impact; the impact is on the person's capacity to feel in control of themselves. This is what we term 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

This policy should be read in conjunction with the Management Guidelines on Anti-Bullying (2019) created by South Ayrshire Council in conjunction with respectme – Scotland's Anti-Bullying Service. The management guidelines support the development of a positive, respectful and supportive environment in all South Ayrshire establishments including Monkton PS & EYC. The management guidelines are divided into the following detailed sections.

1. Definition of Bullying (UNCRC Articles 19 and 37)

In Scotland we describe bullying as behaviour which leaves people feeling helpless, frightened, anxious, depressed or demeaned. The section outlines different forms of bullying and what bullying behaviours may look like. At Monkton we acknowledge that bullying can happen in different ways and is defined by the impact it has on those affected.

2. Legislation (UNCRC Articles 1 and 2)

When looking at anti-bullying strategies at Monkton there are legislation and policy frameworks that will be considered. This includes The United Nations Convention on the Rights of the Child (UNCRC), Getting It Right For Every Child (GIRFEC), Curriculum for Excellence and The Equality Act 2010.

3. Expectations and Responsibilities (UNCRC Articles 3 and 12)

All staff, volunteers, parents and children must understand that even an incident that occurs in isolation can represent bullying behaviour, leaving a child worried, unhappy and/or frightened. The management guidelines clearly state the expectations and responsibilities for all staff at Monkton, management including the Head Teacher and Depute Head Teacher, children within

the school/EYC and parents/carers. At Monkton, the expectations and responsibilities of staff will be displayed on noticeboards in staff areas and will be covered annually as part of our on-going training programme. The expectations and responsibilities of children will be shared regularly at assemblies and during planned activities in class. Parents will receive information through newsletters.

4. Strategies to Prevent Bullying Behaviour (UNCRC Articles 3 and 29)

At Monkton PS & EYC we aim to put a higher profile on anti-bullying strategies to prevent incidents occurring. We acknowledge that bullying does on occasion take place within the school. To do otherwise would suggest that bullying is not recognised or appropriately addressed. The management guidelines have several anti-bullying measures that the school will use each year as appropriate.

5. Dealing with Incidents of Bullying Behaviour (UNCRC Articles 3, 5 and 12)

Staff will use their knowledge of the children involved and use professional judgements when responding to incidents based on evidence and investigation. When bullying is reported to a member of staff at Monkton this will be passed to the Head Teacher or Depute Head Teacher for further investigation. They will record the incident on the Bullying and Equalities module within SEEMIS and take appropriate action based on their findings. If parent / carers are not happy with how an incident has been dealt with, they may exercise their right to make a formal complaint using South Ayrshire's "Listening to You" complaints procedure.

Within Appendix 4 of the management guidelines, there is very clear guidance on the recording procedures when dealing with a bullying incident. The local authority will monitor bullying incidents on an annual basis and will also gather information specific to protected characteristics.

6. Wellbeing Concerns (UNCRC Article 24)

On occasions when there is a continuing wellbeing concern following bullying behaviours, the National GIRFEC Practice Model will be used to establish the most appropriate course of action. The school will work with parents/ carers of the child who has been bullied to ensure that they are supported as the bullying may have changed the child's perspective of themselves or their confidence. The SAC management guidelines give clear guidance on the procedures required.

7. Consulting with Children, Young People, Parents/Carers (UNCRC Articles 12 and 13)

The school/EYC will work closely with children and parents/carers to take their views into account when constructing policies or other information sharing documents. Close links with parents will also be crucial in assisting the school/EYC in dealing with bullying behaviour and harassment. Through South Ayrshire and the school/EYC, parents and carers will have access to information and awareness raising training.

8. Communication of Policies (UNCRC Article 42)

Parents/carers will be informed of policy developments through the usual channels (letters or text messages). A copy of this position statement and the management guidelines will be put on the school website to be accessed with paper copies available from the school office on request.

9. Training and Staff Development (UNCRC Article 3)

Awareness raising on anti-bullying will take place annually for all staff within the school/EYC. A member of staff has been trained by respectme to deliver CLPL to staff in the school/EYC.

10. Establishment Policies (UNCRC Article 3)

In addition to following the management guidelines, at Monkton there are establishment specific policies that are followed that link with anti-bullying. These include the Respectful Relationships policy, use of Bounceback and Ice Pack resources (which are part of the Health and Wellbeing curriculum), regular online safety activities across the school and working with partner agencies when appropriate.

At Monkton Primary School and Early Years Centre we will never view bullying as acceptable and a normal part of growing up. It does not build character - trust, acceptance, consistency and safety amongst many other things builds character.