

Bent Primary



School



RATIONALE



AIMS



CHANGING
BEHAVIOURS &
ATTITUDES

**BENT
PRIMARY**
ANTI-BULLYING
POLICY

MARCH 2024



UNDERSTANDING
BULLYING



REPORTING
PROCEDURES



ROLES &
RESPONSIBILITIES



respectme
Scotland's Anti-Bullying Service



CONVENTION ON THE
RIGHTS OF THE CHILD

RATIONALE



ANTI-BULLYING AT BENT PRIMARY SCHOOL

Bent Primary



School

Our anti-bullying policy has been developed in line with local and national guidance:

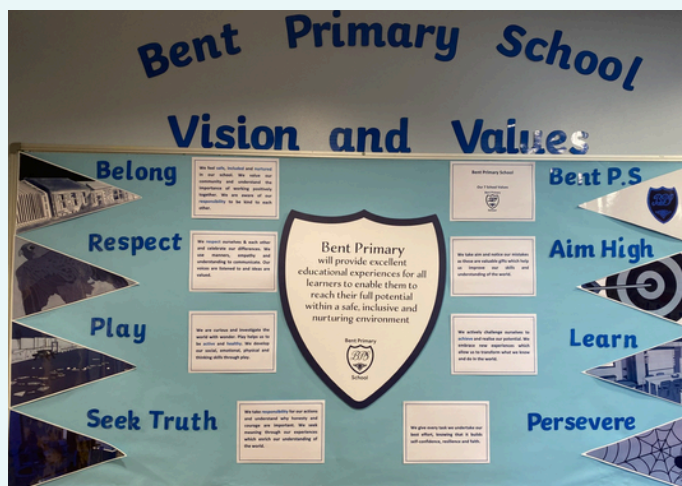
- *Treat Me Well (SLC, 2018)*
- *Respect for All (Scottish Government, 2017).*
- *United Nations Convention on the Rights of the Child (UNCRC)*
- *Getting it Right for Every Child (GIRFEC)*

This policy will be reviewed by learners, parents and staff every 3 years.

South Lanarkshire Council is committed to providing a safe, supportive environment for all people in its educational establishments.

Here at Bent Primary School, our values are **Belong, Persevere, Learn, Aim High, Play, Seek Truth and Respect.**

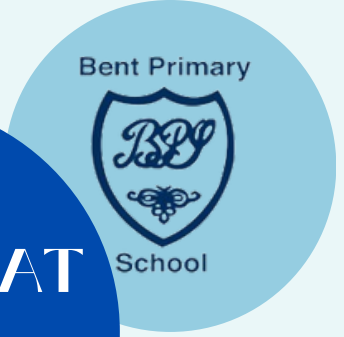
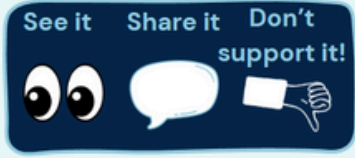
We understand and promote that bullying is never acceptable and that children and young people have the right to learn in a safe, secure environment.



In order to develop a respectful, equitable and inclusive culture and ethos within our school, we are committed to developing and embedding an anti-bullying policy which encourages respect and promotes positive behaviour.

"An organisation cannot be consistent or fair in how it addresses bullying behaviour unless all staff are familiar with, and operate consistently from, the same policy."

Respect Me (2023)



HOW DID WE FORM OUR POLICY?

ANTI-BULLYING AT BENT PRIMARY SCHOOL

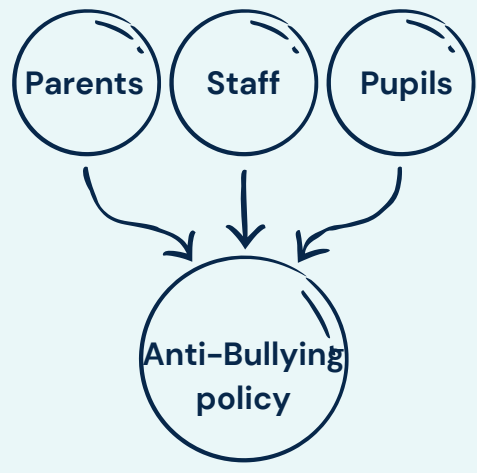
At the very heart of this is consultation and everyone responsible for implementation should be involved before any anti-bullying strategy and plan is put into place.

Respect Me (2023)

"A truly inclusive organisational anti-bullying policy is one which consults with, and is co-produced with, the wider community, including parents, carers and children and young people themselves."

Respect Me (2023)

To shape our policy, we consulted all stakeholders including parents/carers, staff and pupils.



We consulted stakeholders in the following ways:

- Parent/carer survey
- Staff survey
- Pupil survey
- Working group including parents, staff and pupils

You Said

There was a lack of clarity from pupils, parents and staff around reporting procedures for bullying incidents.

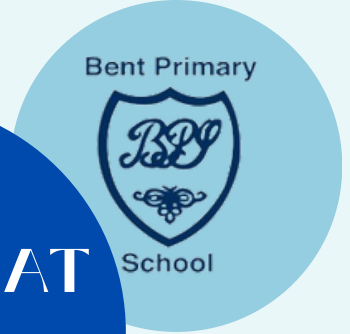
40% of pupils, 34% of parents and 36% of staff have experienced bullying in some form.

All pupils, parents and staff are committed to changing behaviours and attitudes towards bullying.

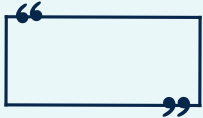
Staff and parents requested a clear definition of bullying and reporting procedure.

We Did

- Formed an Anti-Bullying Policy Development Group.
- In consultation with parents/carers, staff and pupils and in line with national and local policy, developed an anti-bullying policy.
- Promoted our school values, in particular respect
- Assigned clear roles for all stakeholders, ensuring all pupils, staff and parents are aware of anti-bullying reporting procedures.
- Raising awareness at weekly assemblies and through anti-bullying week.



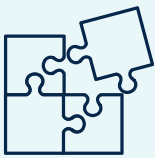
ANTI-BULLYING AT BENT PRIMARY SCHOOL



Develop a clear and consistent definition of bullying among parents/carers, pupils and staff following the national approach.



Develop a partnership approach to anti-bullying with parents, carers, pupils and staff.



Ensure our children and young people are equipped with the appropriate skills to recognise and manage bullying behaviour.



Develop a clear and consistent approach to supporting pupils affected by bullying.

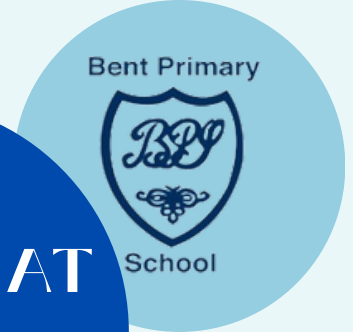


Develop a clear, consistent and restorative approach to supporting the person initiating the bullying.



Establish clear procedures for recording, reporting and monitoring bullying incidents.

DEFINITIONS



ANTI-BULLYING AT BENT PRIMARY SCHOOL

At Bent Primary School we are fully committed to anti-bullying. Our school policy defines bullying using the Respect for All (2017) definition:

“Bullying is both behaviour and impact; what someone does and the impact it has on the other person’s capacity to feel in control of themselves. We call this 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 and it can happen face to face and online.”

Our development group worked collaboratively to design a child friendly definition of bullying:

Our actions and words can make people feel scared, sad or left out. This can happen both face to face and online.

Bullying is a breach of childrens rights and can occur in many forms.

Treat Me Well (SLC, 2018) outlines some bullying behaviours, this list is by no means exhaustive:

- Being called names, teased, put down or threatened
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you
- Sending abusive messages, pictures or images online
- Behaviour which makes people feel like they are not in control of themselves or their lives
- Being targeted because of who you are or who you are perceived to be
- Prejudiced-based bullying based on an individuals actual or perceived identity



Online Bullying

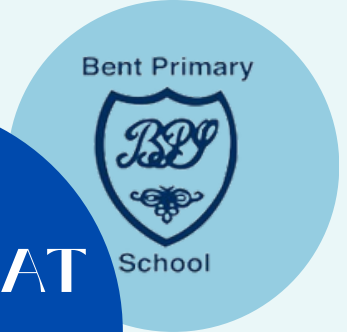


At Bent Primary School, online bullying will be treated with the same seriousness as face to face bullying. Cyber bullying affects young people in the same ways as face to face bullying.

Young people can face the same forms of bullying online as face to face and so we will address online bullying as part of our anti-bullying approach. Where both parties attend our school, we will apply the same reporting procedures as face to face bullying.

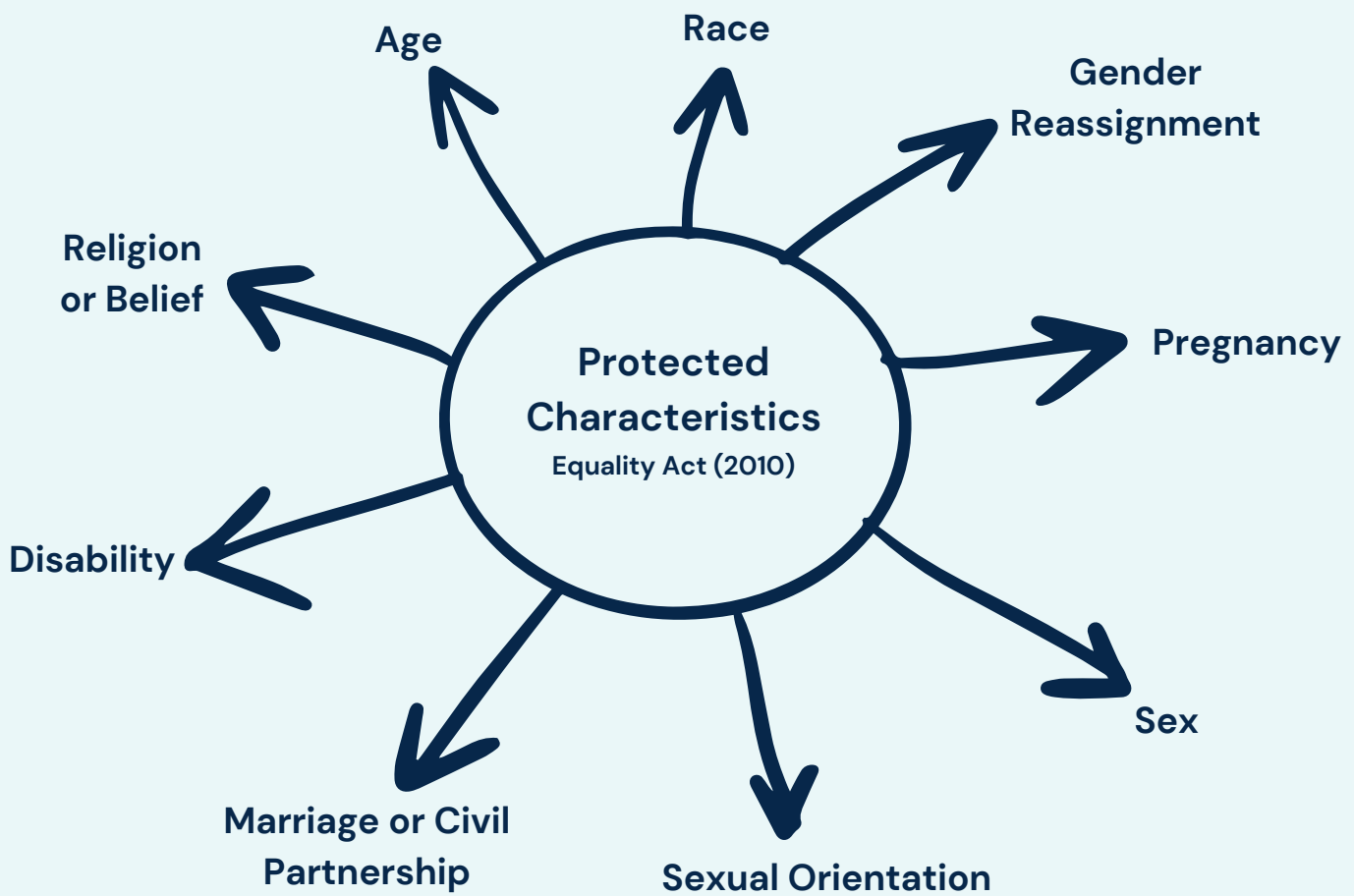
If both parties do not attend Bent Primary School, we will support the young person experiencing bullying or challenge and support the young person eliciting bullying behaviours.

DEFINITIONS



ANTI-BULLYING AT BENT PRIMARY SCHOOL

The Equality Act (2010) outlines nine protected characteristics. Discrimination or prejudice based bullying is treated with the same level of seriousness as any other form of bullying. At Bent Primary School we are committed to challenging all forms of prejudice based bullying.



When is it not bullying?



It is important to be mindful that young people may 'fall out' or have disagreements with peers, this is a normal part of growing up as our young people build relationships. We would not consider this to be bullying behaviour or address it using the procedures outlined in this policy.

We will continue to support our young people to build relationships with others through weekly assemblies and class lessons focusing on **children's rights, friendship, relationships, growth mindset and internet safety.**

WHAT IS MY ROLE?



ANTI-BULLYING AT BENT PRIMARY SCHOOL

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The importance of a **whole school approach** to anti-bullying is recognised, it is crucial for all stakeholders to be aware of their roles and responsibilities in ensuring a safe, inclusive and nurturing ethos. The roles and responsibilities for learners, parents/carers and staff are detailed below.

What is expected of you

- Respect and demonstrate our **school values**
- Show **respect** to all pupils and adults
- Follow **reporting procedures** if you or someone else is being bullied
- Do not engage in **bullying behaviours**
- **Support** friends or peers who are **experiencing bullying**
- Express your **views** in matters that **affect you**
- Be aware of the **dangers online**

Learners



What you should expect from others

- To be treated with **respect**
- To be **listened to**
- To be **supported** when reporting bullying
- Have your concerns taken **seriously** and investigated with **sensitivity**
- Be included in **policy development**
- Have options on how to **report** bullying and choices on how to **respond**

What is expected of you

- **Support** our anti-bullying policy
- Promote our **school values**
- **Recognise** and **report** bullying incidents
- **Share concerns** as soon as possible
- Understand that **'fall outs'** and **disagreements** are not uncommon
- Monitor the use of **social media** and ensure **child friendly** privacy settings

Parents & carers



What you should expect from others

- A clear anti-bullying **policy**
- Clear **communication**
- To be treated with **respect**
- Have all **reports** of bullying taken **seriously**
- To be **included** and **consulted**
- To be **fully informed** of **actions** and **outcomes**
- To be **directed** to appropriate **resources** and **services**
- To be included in **policy development**

What is expected of you

- Understand our **anti-bullying policy**
- Act in accordance with our **school values**, the **Professional Code of Conduct**, Local Authority and National **guidance**
- Model and promote our **school values**
- Promote **positive behaviour** and **relationships**
- **Listen to** and **report** all **bullying incidents**
- Engage in the development of **anti-bullying policy**

Staff



What you should expect from others

- To be **listened to** when reporting bullying incidents
- Have **concerns** taken **seriously** and handled **appropriately**
- Informed of **actions** and **outcomes**
- Have opportunities for **professional learning** on anti-bullying
- To be included in **policy development**

REPORTING PROCEDURES



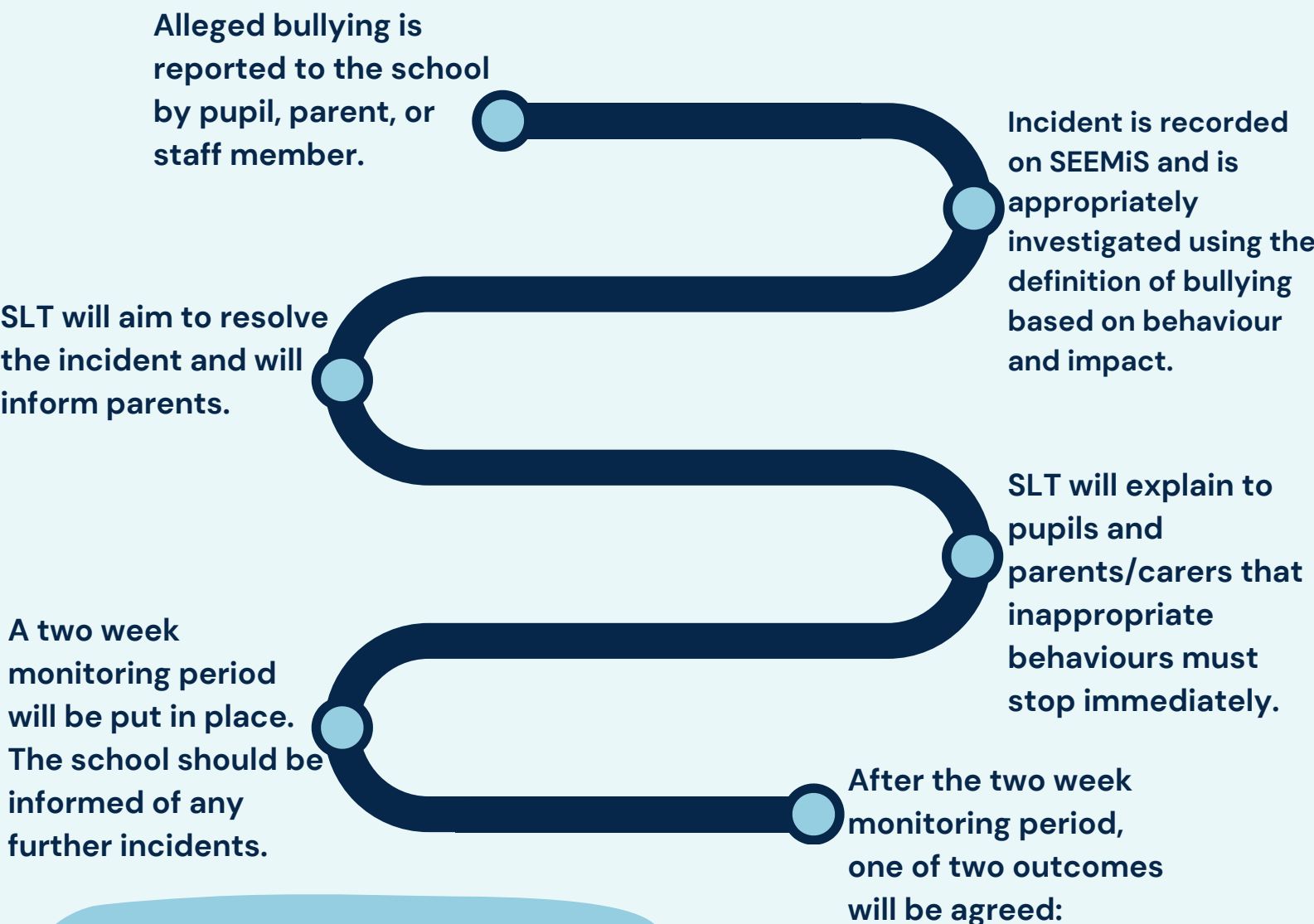
ANTI-BULLYING AT BENT PRIMARY SCHOOL

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All alleged incidents of bullying behaviour are taken seriously at Bent Primary School. We handle bullying incidents with sensitivity ensuring those involved are fully supported. All bullying incidents will be managed following the procedure below:



We are hopeful that almost all bullying incidents will be resolved following the two week monitoring period, however, the following consequences may be considered if the incident is not resolved:

- Contact with parents/carers
- Verbal warning
- Police involvement

1. Situation resolved

2. Situation not resolved – Incident will be recorded on SEEMiS and further action will be taken. (SLC, 2018)

REPORTING PROCEDURES



ANTI-BULLYING AT BENT PRIMARY SCHOOL

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It is essential that all bullying incidents are recorded using the Bullying and Equalities module on SEEMiS, these are monitored by the local authority through SEEMiS annual reports.

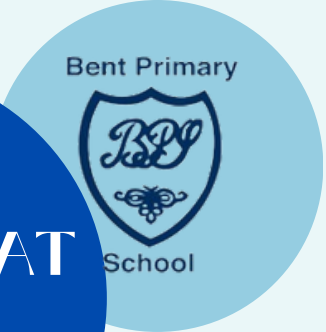
Staff at Bent Primary School will use the following pro-forma when dealing with all reported incidents of alleged bullying behaviour:

Bent Primary School – Report of Alleged Bullying Incident					
Date:		Reported to:		Reported by:	
Date of Incident:		Time/Location of Incident:		Person(s) Involved:	
Alleged Incident			School Procedure		
			<ul style="list-style-type: none"> Alleged bullying is reported by pupil, parent, or staff member. Incident is sensitively and fairly investigated. All parties views are taken on board. SLT will aim to resolve the incident and will contact parents if necessary. SLT will explain to pupils and parents/carers that inappropriate behaviours must stop immediately. A two-week monitoring period will be put in place. The school should be informed of any further incidents. After the two-week monitoring period, one of two outcomes will be agreed: <ol style="list-style-type: none"> Situation resolved. Situation not resolved – Incident will be recorded on SEEMIS and further action will be taken (SLC, 2018). 		
Action Taken					
Further Incidents					
Two Week Monitoring Review Date					
Situation Resolved					
Situation not Resolved – as directed by SLC policy, a bullying incident will be logged on SEEMIS and further action taken.					
Comment (Monitoring Outcome/Further Action)					
			We are hopeful that almost all bullying incidents will be resolved following the two-week monitoring period, however, the following consequences may be considered if the incident is not resolved: <ul style="list-style-type: none"> Contact with parents/carers Verbal warning Formal exclusion Police involvement 		
Signed:		Date:			

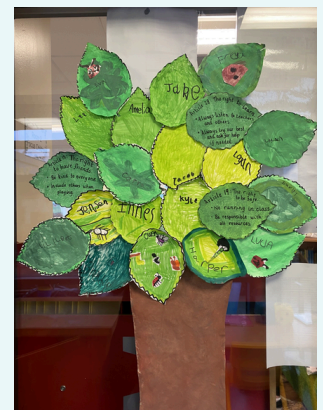
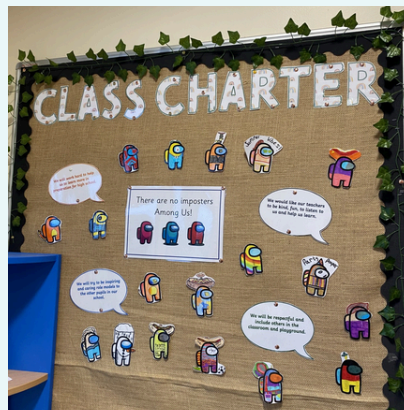
CHANGING BEHAVIOURS & ATTITUDES



ANTI-BULLYING AT BENT PRIMARY SCHOOL



Class charters have been developed in all classes in line with the UN Rights of the Child to promote the rights of every learner. These are used as a reference to promote positive behaviour.



Weekly assemblies are used to reinforce our school values and promote positive behaviour. Learners participate in an assembly with an anti-bullying focus during anti-bullying week, reinforcing definitions and what to do if you are experiencing bullying.



Class teachers take time during Health and Wellbeing lessons to promote anti-bullying.

As a school and a community we are responsible for ensuring a safe and inclusive ethos. Our school values play an important part in creating this culture.

- Belong
- Respect
- Play
- Seek Truth
- Aim High
- Learn
- Persevere

