



Leadhills Primary School – Anti-Bullying Position Statement

At Leadhills Primary School we provide an inclusive community, where learners can achieve success for today and prepare for tomorrow by attaining, believing, and achieving. For learners to achieve their full potential, they must learn in a safe, secure and nurturing environment, where their differences are recognised, respected and celebrated.

To achieve a respectful, trusting and inclusive community, free of unacceptable and intolerant behaviour, we are committed to embedding a strong anti-bullying ethos and maintaining positive behaviours. Our position statement has been written in conjunction with national and local anti-bullying policies and guidelines; 'Respect for All' (Scottish Government, 2017) and 'Treat Me Well' (South Lanarkshire Council, 2018). I

Our Aims are:

- to ensure that all young people are free to learn in a safe and secure environment, without fear of bullying.
- to ensure a shared understanding of what bullying is across the whole school community.
- to develop a partnership approach to bullying with staff, pupils and parents
- to promote a positive ethos at Black Mount Primary that fosters resilience and self-esteem for our pupils.
- to equip young people with the necessary skills to recognise and tackle the problems associated with bullying, both in school and in the world outside
- to support young people who have experienced bullying behaviour.
- to help those who have participated in bullying to recognise the causes and consequences of their behaviour.

What is bullying?

We take the definition from Respect for All, 2017:

“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”.

We are fully committed to eliminating all forms of bullying behaviour, which can leave young people feeling hurt, frightened and upset. If young people do not feel happy and believe they are secure at school, they are less likely to attain and achieve their full potential. Bullying occurs in many contexts and can take the form of:

- physical or verbal abuse
- name calling
- facial expressions, words or actions which intimidate, harass, isolate, threaten, lower self-esteem, or lead to feelings of insecurity.
- inappropriate use of mobile phones, social networking sites and instant messaging.

Developing a Positive Ethos

At Leadhills Primary, we believe that by working with pupils, parents, and staff to build a strong school community with shared values, we can minimise the occurrence of bullying. We have a variety of strategies to promote positive behaviour:

- regular whole school 'Get Togethers' to share success and recognise individual achievement.
- emphasis on teamwork
- a range of extra-curricular activities to encourage children to have fun and use their leisure time productively.
- playground supervisors who are vigilant for any signs of bullying
- the encouragement of co-operative play from an early stage
- an active Pupil Parliament to reflect pupil opinion and help shape decision-making.
- a comprehensive Health and Wellbeing programme which fosters emotional health and helps equip pupils with the skills to avoid and combat bullying.

Handling Bullying Incidents

We recognise that, despite our best efforts to promote positive behaviour, incidents of bullying can still occur. Fundamental to our policy on bullying are the following principles:

All bullying is unacceptable, regardless of any excuses that are given to justify it.

- Every incident of reported bullying will be investigated fully.
- It is the shared responsibility of every member of staff, parent and pupil to eliminate bullying at Leadhills Primary.

School Staff will:

- take immediate action.
- establish the facts of an incident – is it bullying?
- report all incidents of bullying or suspected bullying to the HT/PT
- record and report all cases of racial, disability or gender harassment in line with SLC procedures.

The Head Teacher will:

- fully investigate and speak to all concerned.
- maintain appropriate records using an agreed proforma.
- involve parents at an early stage.
- be sensitive to the feelings and fears of the victim.
- work with all concerned to find solutions, restore self-esteem, and prevent further incidents.
- enlist the help of specialist staff where necessary.
- monitor pupils involved to ensure that the situation is resolved.
- take appropriate action in all cases of racial, disability or gender harassment in line with SLC procedures.

We request parents:

- stress the importance of sociable behaviour.
- actively support our anti-bullying policy by discussing this with their children
- be open-minded and establish the facts of an incident Is it bullying or 'falling out'? Are there two sides to the story?

- notify the school as soon as possible about bullying incidents Don't wait for things to resolve themselves. We are here to help!
- work in partnership with us to resolve the situation.
- encourage their child to tell someone about bullying incidents. The sooner we know about a problem the sooner we can sort it out.
- monitor their child's use of social networking sites and text messaging.

We would like children to:

- tell a teacher, parent, or friend if they are being bullied.
- remember that it is not their fault, bullies act the way they do because they are unhappy or have problems that need to be sorted out.
- tell an adult as soon as they can if they see someone being bullied.

Remember that bullying can be fixed if everyone works together - it will stop.

Changing behaviours and attitudes

Every incident of bullying is different, but we will react firmly and promptly when bullying is identified. A range of sanctions are available. These can include:

- being kept in school under supervision at intervals
- withdrawal from activities such as football or extra-curricular clubs
- working with parents through behaviour charts etc.
- exclusion from the classroom, undertaking class work with HT.
- very severe cases may warrant serious measures such as temporary suspension from school or exclusion, but this is extremely rare.

Research shows clearly that restorative practice and counselling are more effective in dealing with bullying than sanctions. Our aim is to determine the cause of the behaviour and ensure that it stops permanently, so that the person experiencing bullying behaviour can feel safe and secure. We take pride in the exemplary behaviour of almost all our pupils.

We recognise that the needs of the person experiencing bullying are paramount and use a range of supports that may include:

- peer support
- support network including members of staff.
- Protective Behaviours training
- assertiveness training
- specialist intervention

Useful Resources

www.childline.org.uk

www.childline.org.uk/kids

www.ceop.police.uk

www.respectme.org.uk

www.saferinternet.org.uk

www.youngminds.org.uk

www.nspcc.org.uk