

Rationale:

The ability to learn in a safe, positive environment is essential in our ever-changing world of education, work and leisure. Schools have a key role to play in working with pupils and parents to ensure that every child can make the most of the opportunities that education offers. Promoting positive behaviour and a strong anti-bullying ethos is a key focus in helping every pupil enjoy their school years. Our policy on anti-bullying is consistent with South Lanarkshire Council Education resources guidelines "Treat Me Well".

Aims:

- 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.
- to develop a partnership approach to bullying with staff, pupils and parents all playing their part.
- to promote a positive ethos at Newfield 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 been subjected to bullying.
- to help those who have participated in bullying to recognise the causes and consequences of their behaviour.

What is bullying?:

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 makes people feel hurt, threatened, frightened and left out. This behaviour happens face to face and online.

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 Newfield Primary School 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:

- a comprehensive pre-entrant programme where common expectations can be established.
- the encouragement of co-operative play from an early stage
- regular whole school assemblies to share success and recognise individual achievement.
- Classroom Charter created by the teacher and pupils, which is shared with parents at the Open Afternoon.
- emphasis on teamwork through the House System.
- a wide 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 use of senior pupils as monitors to encourage co-operative play in the younger children
- active Newfield Pupil groups who help 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 in spite of 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 Newfield Primary School.

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 management team.
- Record and report all cases of racial, disability or gender harassment in line with SLC procedures.

The Head Teacher and/or DHTs 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 those who are experiencing bullying.
- Work with all concerned to find solutions, restore self-esteem and try to prevent further incidents.
- Enlist the help of specialist staff where necessary.
- Monitor pupils involved to determine that the situation is resolved.
- Take appropriate action in all cases of racial, disability or gender harassment in line with SLC procedures.

We would like parents to:

- Stress the importance of sociable behaviour.
- Actively support our anti-bullying policy by discussing this with your 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. We want every child at Newfield Primary School to feel safe and secure.
- Encourage your child to tell someone about bullying incidents. The sooner we know about a problem the sooner we can sort it out.
- Monitor your child's use of social networking sites and text messaging.

We would like children to:

- Tell a teacher, parent or friend if you feel you are being bullied
- Remember that it is not your fault. Bullies act the way they do because they are unhappy or have problems that need to be sorted out.
- If you see someone being bullied tell an adult as soon as you can.
- 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 include:

- Being kept in school under supervision at intervals.
- Withdrawal from favoured activities such as football or Fun31.

- Working with parents through behaviour charts etc.
- Exclusion from the classroom, undertaking class work with DHT/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 to ensure it stops permanently so that the person experiencing bullying can feel safe and secure. We have had great success with this methodology and 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 support that may include:

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

Recording, monitoring and evaluating:

- All incidents of alleged bullying will be recorded.
- If the alleged bullying is substantiated this will be recorded in Pastoral notes in SEEMIS.
- Such situations will be monitored regularly.
- If any racially motivated incident occurs this is recorded on SEEMIS.
- The Management Team will work with staff and representative groups of pupils and parents to monitor the effectiveness of anti-bullying guidelines and revise these as required.

Date of last review and reprint: June 2023
Will be reviewed annually and updated where required.