**Rationale**: In St. Bride’s Primary School we aim to make every effort to ensure that our learners can learn and thrive in a safe and secure environment without fear of bullying.

A clear and agreed working definition of bullying is provided in the South Lanarkshire Council’s Treat Me Well Anti-bullying guidance and used for this policy:

*Bullying is both behaviour and impact: the impact 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.*

Bullying behaviour can include:

* Being called names, teased, put down or threatened face to face and/or online
* Being hit, tripped, pushed or kicked
* Having belongings taken or damaged
* Being ignored, left out or having rumours spread about you (face to face and/or online)
* Sending abusive messages, pictured or images on social media, online gaming platforms or phones
* Behaviour which makes people feel like they are not in control of themselves or their lives (face to face and/or online)
* Being targeted because of who you are or who you are perceived to be (face to face and/or online)
* Prejudiced-based bullying based on an individual’s actual or perceived identity (see below); it can be based on characteristics unique to a child or young person’s identity or circumstance

***The Equalities Act 2010 protects individuals from discrimination, harassment and victimisation.***

*There are nine protected characteristics: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.*

The aim of this policy is to outline how we prevent and minimise bullying incidents in the school, the responsibilities and expectations of all stakeholders and the procedures for handling bullying incidents.

**A Positive Ethos**

Within St. Bride’s, we are committed to creating a positive ethos and culture based on our school values of **Faith, Respect, Inclusiveness, Kindness and Ambition**. We have high expectations for excellent behaviour and a shared responsibility to work together with parents and carers to establish positive approaches to support our young people.

All staff in St. Bride’s Primary School are familiar with the local and national guidance and procedures including but not limited to: Treat Me Well, Respect Me, Promoting Positive Relationships and Understanding Distressed Behaviour, United Nations Convention on the Rights of the Child and Getting it Right for Every Child.

We strive to promote positive pupil and staff relationships. We work with parents and carers to understand and support children who may require further supports in regulating their behaviour and building relationships.

In St. Bride’s we use a number of strategies to promote positive behaviour. This includes role modelling positive relationships and positive behaviour across the school and creating a culture of praise where we recognise the efforts and progress our students make. Recognition boards are used consistently in all classes, all staff members have

tokens that they can give to pupils to reward positive actions. Weekly assemblies are used to celebrate students’ achievements and as a focus on how we have been “living our values”.

In addition to this, a small number of children may have their own targets, visuals, support plans or behaviour plans.

Throughout the year there are different opportunities where we raise awareness of bullying, diversity and inclusion and class teachers will, at times, teach this discretely as part of the Health and Wellbeing curriculum.

We have a number of HWB resources that support developing positive relationships, building resilience and emotional literacy and will continue to use these throughout the school to ensure that children understand their responsibilities in maintaining this ethos.

**Responsibilities and Expectations**

**All Staff within St. Bride’s:**

* Promote an ethos and culture of praise and positive behaviour
* Encourage children and young people to develop the necessary skills such as self-awareness and self-esteem, and develop coping strategies, assertiveness and resilience
* Should listen, learn, involve and resolve

**Senior Leaders:**

* Should be aware of the reporting and recording systems in place to respond to incidents of bullying behaviour
* Should support the person(s) experiencing bullying behaviour and person(s) displaying bullying behaviour as the aim is to change behaviours positively
* Liaise with parents and carers where appropriate and without breaking any confidentiality

**Parents/Carers:**

* Report any bullying incidents to the school, but they should address their children’s behaviour when it affects others negatively
* Monitor their children and young person’s use of electronic devices, mobile technologies and social media, including setting parental controls
* In the first instance, report any abuse to website providers, make sure their children unfriend or block abusers
* Be aware that there may be incidents which they may have to be reported to the police

**Young People:**

* Continue to develop self-awareness and resilience and know where to seek help
* Contribute to creating a positive, friendly, welcoming ethos and develop strong relationships with peers
* Report any incidents of concern to staff, we encourage “see it, report it”.
* Be aware of the impact of your words/actions on others and seek ways to include all
* Celebrate differences rather than targeting those who are different
* Use social media in a safe and responsible way with appropriate privacy settings
* Report any online abuse to a trusted adult and/or the website providers, unfriend or block abusers if necessary

**What happens if bullying occurs?**

If there are allegations of bullying or if bullying is suspected, then the first thing we would do would be to talk to the person experiencing bullying behaviour, the person(s) displaying bullying behaviour and if possible, any witnesses. This may be done by the class teacher or a member of the Senior Leadership Team.

Help and support will be provided, as appropriate, to both the young person affected and the child displaying bullying behaviours.

**We support the young person in the following ways:**

* By offering them an immediate opportunity to talk about the experience with their class teacher or another teacher if they choose.
* By informing the young person’s parents/carers.
* By offering continuing support when they feel they need it.

**We will try to help the child accused of bullying behaviour in the following ways**:

* By talking about what happened to discover why they became involved.
* By informing the young person’s parents/guardians.
* By continuing to work with the young person – and recognising the needs of the individuals.
* Staff work with pupils to change behaviour and attitudes that contribute to bullying behaviours.

**Recording, monitoring, evaluating and reporting**

All staff will report allegations or suspicions of bullying behaviours to a member of the SLT.

All incidents will be investigated and outcomes of investigations will be recorded on SEEMIS Bullying and Equalities module.

Actions will be taken dependant on outcome and severity of each incident. This may include the following (but is not an exhaustive list):

* Meeting and discussing situation with all children concerned (re-inforcing expected behaviours/rules/consequences etc).
* Removing children from the situation.
* Assigning a named person for check-ins.
* Restorative group work.
* Parent meetings.
* Monitoring interactions (ie increased supervision at transitions or playground etc).
* Supported playtimes etc.
* Referral to external agencies.
* Some cases will be referred to Education Resources in line with Inclusion and Equality policy.

Training and CPD training opportunities will be offered to staff as required.

This guidance will be reviewed as part of a 3 year cycle.



Signed: Date: December 2023