



Wester Overton



Primary School

Anti-Bullying Policy

November 2023



Rationale

At Wester Overton Primary School, we provide an inclusive community, where learners can achieve success for today and prepare for tomorrow. 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. Central to this are our school vision and values.



To achieve a respectful, trusting and inclusive community, free of unacceptable and intolerant behaviour, we are committed to embedding and maintaining our anti-bullying strategy. Our policy 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). In addition, we have placed the following articles from United Nations Convention on the Rights of the Child (UNCRC) at the heart of our policy:

Article 2

The right for everyone to be treated equally.

Article 12

The right to say what I think on matters that affect me and have my views taken seriously.

Article 19

The right to be protected from violence, abuse and neglect.



Our Policy Aims

This anti-bullying policy and the actions arising from it aim to:

- Provide a **safe, secure and tolerant** environment for all members of our school community.
- Inform everyone that it is **their right** NOT to be bullied.
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- Ensure there is a **common understanding** between learners, staff and parents/carers of what bullying is.
- Develop a **partnership** approach to anti-bullying with parents, carers, learners and staff.
- Promote a **positive ethos** that fosters self-esteem and resilience for our pupils.
- Equip young people with the necessary skills to **recognise and tackle** bullying behaviour both in school and outside of school.
- Offer support to anyone who has been affected by bullying.
- Provide help and support to pupils perpetrating bullying behaviours to **recognise** the causes and consequences of their behaviour.
- Offer support and guidance to staff and parents/ carers when dealing with bullying behaviours.
- Establish **clear steps and guidelines** for recording, reporting and monitoring instances of bullying.

What is Bullying?

At Wester Overton Primary school, we are fully committed to eliminating any and 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, then they will be less likely to attain and achieve their full potential. Our description of bullying reflects the definition of '*Respect for All*' (2017).

'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 the behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face to face and online.'

Our Pupil Council considered the National Definition and developed the version below to ensure all of our school community could understand what bullying is and how it affects them.

'Bullying is when someone intentionally hurts another person through their words or actions.

This can make the person feel hurt, scared or left out.

It can happen in person or online.'

This behaviour can harm people physically or emotionally and, although the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions, looks, messages, confrontations, physical interventions, or the fear of these.

This behaviour can include:

- Being called names, teased or threatened face to face/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, pictures or images on social media, online gaming platforms or phone
- 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).

Protected Characteristics

At Wester Overton, we adhere to South Lanarkshire policy and The Equality Act (2010) and do not accept any discrimination or bullying relating to the protected characteristics.





Online Bullying

Online Bullying or 'Cyberbullying', as it is often referred to, can affect children in the exact same way as face-to-face bullying. This can include name calling, making threats or spreading rumours through online platforms used for gaming or socialising. To ensure consistency and effectiveness, we address online bullying as part of our school anti-bullying approach and not as a separate area or policy.

When is it NOT Bullying?

It is just as important to remember young people will 'fall out' and disagree as a **normal** part of growing up and we would not consider this bullying behaviour or address it through this policy, unless left unresolved and it develops into something more serious. Young people experiencing fall outs and disagreements will be supported using restorative approaches.

There may also be times when some actions may appear to be bullying, but they are in fact a **crime**. Behaviours such as hate crime, sexual harassment/assault, or physical assault are illegal.

Anti-Bullying Strategies

At Wester Overton we are committed to developing a respectful, equitable and inclusive ethos. We encourage respect, celebrate differences, and promote positive behaviour. We employ a range of anti-bullying strategies and measures.

These include:





Roles and Responsibilities

Bullying in any form is unacceptable and a breach of children’s rights. All members of our community must be aware of their roles and responsibilities in ensuring a safe, positive and inclusive environment. The roles/ responsibilities for learners, parents/ carers, staff and senior leadership are outlined below.

Learners	Parents/ Carers
Expectations	Expectations
<ul style="list-style-type: none"> ● Follow the school values and rules. ● Show respect towards everyone and their differences. ● Do not engage in bullying behaviours. ● Report any incidences of bullying to a trusted adult. ● Support friends and peers if they have been bullied. ● Use technology appropriately. ● Participate in anti-bullying lessons, events and policy development. 	<ul style="list-style-type: none"> ● Be aware of the school values and anti-bullying policy. ● Note changes to your child’s mood, personality or general wellbeing. ● Remember that ‘fallouts’ and disagreements between peers are not uncommon. ● Support your child to report incidences of bullying, alerting school staff as early as possible. ● Encourage your child to use technology appropriately and monitor their usage. ● Be aware of online safety and familiarise yourself with the language of technology. (See CEOP website) ● Contribute to policy development.
Staff	Senior Leaders
Expectations	Expectations
<ul style="list-style-type: none"> ● Understand our anti-bullying policy and procedures. ● Act in accordance with our school values and policies to prevent and respond to bullying behaviour. ● Listen to all reports of bullying and record in line with school policy. ● Report all suspected bullying incidences to a member of SLT. ● Use the terms bullying behaviour instead of ‘bully’ or ‘victim’. ● Engage in training and development of the policy. 	<ul style="list-style-type: none"> ● Understand our anti-bullying policy and procedures. ● Act in accordance with our school values and policies to prevent Listen to all reports of bullying and record in line with school policy. ● Listen to all reports of bullying and record in line with school policy. ● Investigate all allegations sensitively and fairly. ● Communicate with all pupils involved and take their views into account. ● Work in partnership with parents/carers/staff. ● Make use of restorative approaches. ● Agree actions and monitor closely. ● Record incidences on Seemis, in line with South Lanarkshire guidance. ● Inform all stakeholders of the actions. ● Consult stakeholders on policy development.



Useful resources

Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People (Scottish Government, 2017)

<https://respectme.org.uk/>

www.childline.org.uk

www.bullying.co.uk

www.nspcc.org.uk

www.thinkuknow.

