

Lady Lovat Primary School

ANTI-BULLYING POLICY

Rationale

Bullying at school can have a profound effect on children's lives and can have a lasting effect on them into adulthood. It can undermine their self-esteem and self-confidence and often result in them becoming bullies themselves. The policy on Anti-Bullying has been drawn up within the school's ethos of promoting positive behaviour.

Aims:

- ◆ To create within our school community, an atmosphere/ethos of trust, which values, respects and protects the rights of each of its members to be within a safe and secure environment.
- ◆ To develop within the ethos and curriculum of our school attitudes, skills and activities which will prevent all aspects of bullying.
- ◆ To foster trust among members of the school community so that bullying incidents can be reported, discussed and dealt with appropriately.
- ◆ To encourage and foster active parental support in achieving those aims.
- ◆ To align our anti-bullying policy with the forthcoming Highland Council revised Racial Equality Policy in respect of racial bullying.

The School community includes: pupils, all teaching staff, auxiliary staff, kitchen staff, Parent Council, school nurse, school police liaison officer and other visitors to the school.

What is Bullying?

Bullying is repeated behaviour which uses power to hurt, frighten or cause unhappiness to another.

This behaviour includes:

- ◆ Name calling
- ◆ Hitting, kicking, punching
- ◆ Damaging or stealing property
- ◆ 'Ganging up' on people
- ◆ Teasing about personal or physical differences
- ◆ Teasing about family/domestic/cultural situations
- ◆ Threatening
- ◆ Shouting, swearing, verbal abuse
- ◆ Extortion
- ◆ Malicious gossip
- ◆ Forcing someone to do something they do not wish to do

What can we do about it and how can we achieve our aims?

The underpinning values held at our school are found in our Personal & Social Development Policy and Promoting Positive Behaviour Policy and are set within our whole school aims. This aims to develop self esteem, self respect, self control, caring and respect for others. We also discuss many of these values in other curricular areas like Health and Wellbeing, Citizenship and Religious and Moral Education. We study bullying in depth as part of our Personal and Social Development programme but it is discussed termly within each class and features in our whole school assemblies.

As part of our strategy for promoting positive behaviour, we look at attitudes, skills and activities which will prevent bullying:

- ◆ We value and listen to children's contributions
- ◆ We help the children learn and practice the skills required to build good relationships with other children and adults within the school and the wider community.

Raising Pupil Awareness:

Activities through which this can be developed:

- ◆ Playing games
- ◆ role play/simulations
- ◆ stories, poems, media
- ◆ play situations
- ◆ writing
- ◆ behaviour problem solving scenarios
- ◆ Circle Time
- ◆ Pupil Council meetings
- ◆ Participating in drawing up agreed whole school rules
- ◆ Whole school assemblies
- ◆ 'Buddying' and 'monitor' systems

The children share experiences, think of other peoples' feelings, share opinions, explore difficult feelings, put themselves in other peoples shoes, develop self respect, assertiveness, co-operation and independence/ interdependence. We hold two whole school assemblies at the beginning of each year to raise bullying awareness.

Where does bullying occur?

Most bullying occurs on the way to and from school, including trips in school transport, and in the playground.

Practical Advice to Share with Pupils:

- ◆ If you are bullied **tell** a member of staff.
- ◆ **Try to ignore** silly comments or teasing – don't say anything back – try and walk away and walk away immediately. Practice this in the mirror.
- ◆ Stay with friends when playing - you are more likely to be bullied if you are on your own.
- ◆ A separate sheet for pupils is attached to this policy. (Appendix 1) This explains to the children what to do if they are bullied and contains a simpler version of bullying definitions.

Practical Advice for Parents:

- ◆ Encourage your child to talk about what has been going on in school, and talk through any minor incidents calmly to ascertain what has happened.
- ◆ Inform the school immediately if you feel there may be a bullying problem.
- ◆ Encourage your child to tell a teacher or the playground supervisors if they or any of their friends are experiencing difficulty in or out of school.
- ◆ Watch out for signs of stress in your child - headaches, sore stomachs, reluctance to come to school - they can be indications that all is not well.
- ◆ Investigate if toys/ money starts to go missing.
- ◆ Take an active interest in friendships and out -of-school activities.
- ◆ Supervise situations where bullying may occur, e.g. walking to and from school.
- ◆ Avoid unsupervised exposure to violence on television / videos / computer games. Spend some time discussing the different forms of violence - reality versus fantasy.

Raising Teacher Awareness:

Signs which may indicate bullying:

The child may:

- ◆ Be unwilling to come to school
- ◆ Begin to do poorly in school work
- ◆ Become withdrawn
- ◆ Start acting out of character, by for example hitting other children
- ◆ Develop stomach aches or headaches
- ◆ Want to stay in at break-times
- ◆ Have a cut or bruise after playtimes

Advice for Supervisory and Auxiliary Staff:

- ◆ Be aware of isolated children, and try to involve them in a sympathetic group.
- ◆ Keep a watchful eye on 'rough and tumble', to ensure that **everyone** is enjoying it!
- ◆ Check side and back of school regularly
- ◆ Never ignore aggressive or bullying behaviour
- ◆ When dealing with an act of aggression or bullying it is better to remove the victim from the scene as soon as possible.
- ◆ Incidents causing concern should be reported to a member of the teaching staff. Persistent bullying must be reported to the Head Teacher.
- ◆ Try to help children talk through minor incidents - listen to both sides **calmly**.

How Do We Deal With Bullying?

All incidents are investigated, discussed and hopefully resolved, and the children involved supported. Their future behaviour will be monitored. If incidents recur, parents of the bully and the victim will be contacted, and parents and school will together monitor progress.

We **investigate** the incident to find out what has happened, we listen to the victim, the bully, and any witnesses.

We **discuss** the incident, consider possible solutions, try to find the best solution for the victim, the bully, and the witnesses. We look at ways of coping appropriately in a similar situation in the future.

Hopefully, the incident is **resolved**. **Support** is given to all children concerned.

All incidents of bullying are written into our files, with information recorded about what happened, and the action taken. Incidents of persistent racial bullying should be dealt with according to the guidelines set out in the Racial Equality Policy.

If a child becomes a persistent bully, we may seek support/advice from outside agencies. e.g. Educational Psychologist.

Monitoring and Review

We will monitor and review our policy according to procedures in the school Quality Assurance, Monitoring and Review policy. The school will also monitor the incidents to see patterns of bullying and effects on pupil attainment and progress. The policy has been drawn up in consultation with stakeholders- pupils, parents and staff. Parents will be consulted on any changes to the policy.

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Appendix 1

Pupils:

What to do if You are Being Bullied:

- If you are being bullied **tell** your teacher, playground staff, parent or friend. If you are bullied outside school **tell** your parents.
- Try to ignore silly comments or teasing – don't say anything back - try to walk away.
- Tell people who are bullying you to 'buzz off', shout 'NO!' or 'GO AWAY'. You must say it **loudly and walk away immediately**. Practice this in the mirror.
- Stay with friends when playing - you are more likely to be bullied if you are on your own.

What is Bullying?

Bullying is:

- ◆ following someone around all the time
- ◆ name calling
- ◆ hitting, kicking, punching
- ◆ telling someone they are useless at something.
- ◆ taking things without asking
- ◆ 'ganging up' on people
- ◆ saying you'll do something to someone if they don't do what you want
- ◆ ignoring people or deliberately turning away from someone
- ◆ trying to take peoples' things away from them, e.g. toys, money, sweets
- ◆ saying hurtful things about how someone looks, dresses or speaks
- ◆ saying hurtful things about someone's family
- ◆ making up/or spreading stories about someone
- ◆ picking on someone because they have different interests or beliefs from you.

Bullying is when someone does any of these things to another person more than once.