

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 follow the guidance laid down in the 'Anti-bullying and Anti-Racist Procedures' policy.

The School community includes: pupils, all teaching staff, auxiliary staff, kitchen staff, school board, 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
- ◆ Isolating someone
- ◆ Sending offensive/threatening texts or e-mails

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

The underpinning values held at our school are found in our school rules 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, Citizenship and Religious and Moral Education. We study bullying within our Health Programme and Personal and Social Development programme but it is discussed termly within each class and features in our whole school get-togethers.

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 practise 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
- ◆ poster campaigns
- ◆ 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 'monitoring' systems
- ◆ Citizenship activities
- ◆ peer mediation

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.

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

1. If you are bullied **tell** a member of staff.
2. **Try to ignore** silly comments or teasing - don't say anything back - try and walk away

3. Tell people who are bullying you to 'buzz off', shout 'NO!' or 'GO AWAY'.
You must say it loudly and walk away immediately. Practise this in the mirror.
4. 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

1. 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.
2. Inform the school immediately if you feel there may be a bullying problem.
3. 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.
4. 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.
5. Investigate if toys/ money starts to go missing.
6. Take an active interest in friendships and out-of-school activities.
7. Supervise situations where bullying may occur, e.g. walking to and from school.
8. 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 **must** 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?

The Highland Council policy 'Anti-Bullying and Anti-Racist Procedures' clearly lays out the responsibilities and procedures for investigating and dealing with an incident, disciplinary and support procedures and how to record incidents. We follow these procedures when investigating an allegation of bullying in order to ensure consistency across the school. All incidents are investigated, recorded, discussed and hopefully resolved, and the children involved supported. We try wherever possible to work in partnership with parents/carers to resolve incidents. We **inform** parents by phone call that a bullying incident has occurred which involves their child as victim/bully and that we are in the process of conducting an investigation.

We **investigate** the incident to find out what has happened, we listen to the victim, the bully, and any witnesses and **record** the incident and action taken within the school. See **Appendix 2** for questions to be asked.

We **deal** with the incident if the investigation shows a need for disciplinary action to be taken and **record** the incident on Highland Council Record of Bullying and Racist Incidents form which is forwarded to the Performance Management Unit in Dingwall. (Children are not named on this form - it is for statistical purposes only.)

We **support** the victim and work with all concerned to **resolve** the incident.

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

Nursery Class

The nursery pupils will discuss issues of bullying in circle time activities.

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. Pupils and parents will be offered opportunities to give feedback on the policy and procedures. Parents will be consulted on any changes to the policy.

Appendix 1

Pupils

What to do if You are Being Bullied:

1. If you are being bullied **tell** your teacher, playground staff, parent or friend. If you are bullied outside school **tell** your parents.
2. Try to ignore silly comments or teasing - don't say anything back - try to walk away.
3. 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.
4. 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.

Name:

Date:

In an investigation following a bullying or rascist incident the following questions will be asked sensitively to establish facts.

- What happened?

- Who was/is involved?

- Where did it take place?

- When did/does it take place?

- Does the incident indicate that bullying/racism was taking place, if not what is the nature of the difficulty?

- What is required to try to resolve the difficulty now and in the future?