



Carbost and Dunvegan Primary Cluster **ANTI-BULLYING POLICY**

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 Promoting Positive Behaviour Policy and are set within our whole school values and aims. We apply the principles of The Zones of Regulation as a whole school approach to fostering self-esteem, self-respect, self-control, caring and respect for others. We are a nurturing school which values pupil contributions, thoughts, opinions and feelings. Our Health and Well-being programme is designed to include all aspects of personal growth and development:

Safe – Healthy – Active – Nurtured – Achieving – Respected – Responsible - Included

We also discuss and explore themes of tolerance, kindness and respect through Citizenship, Religious and Moral Education, and whole school assemblies. We place a strong focus on anti-bullying during Anti-bullying week, which takes place across the UK every November. Pupils are reminded and encouraged to access the support systems available. These are:

KOOTH - an online mental well-being community <https://www.kooth.com/>

Respect Me – Scotland’s Anti-bullying Service offering practical advice and guidance for children, young people and families [About - respectme](#)

Childline – online or on the phone help and support for children on a variety of issues at any time. 0800 1111 <https://www.childline.org.uk/>

There are a number of articles from the Children’s Rights Committee that link to Anti-Bullying including Article 2, which states that the convention applies to all children without discrimination, Article 12 which says that children’s views should be taken seriously in all decisions that affect them, Article 13 which says that children have the right to express their thoughts and opinions and Article 19 which says that all children should be protected from violence and abuse. Our Rights Respecting Schools group actively works to promote an ethos of respect and bullying awareness within the school.

Raising Pupil Awareness:

Activities through which this can developed:

- ◆ Squad team building activities and Squad Leaders
- ◆ Class and school charters
- ◆ Playground games and buddies
- ◆ Buddy bench
- ◆ Pupil Council – suggestion box and meetings
- ◆ Stories, poems, media
- ◆ Poster campaigns
- ◆ Role play and drama
- ◆ Socially Speaking Groups
- ◆ Circle Time
- ◆ Whole school assemblies
- ◆ Citizenship activities
- ◆ Philosophy for Children

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. Practice 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 schoolwork
- ◆ Become withdrawn
- ◆ Start acting out of character, 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 **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.

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 have talks and workshops from the 'Safe, Strong and Free' project, and parents have preliminary meetings to see what the course consists of. Aspects of bullying are discussed during these meetings/workshops.

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. We will periodically issue questionnaires on bullying to pupils and parents to receive feedback on our procedures and policy. The policy has been drawn up in consultation with stakeholders- pupils, parents and staff. 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.