



## **Glassary Primary School**

### **Anti-Bullying Policy**

#### **Policy Statement**

This policy sits alongside and should be read in conjunction with the Argyll & Bute Council Anti-Bullying Policy, which was last updated in June 2019.

Glassary Primary School is committed to providing a safe and supportive environment for all members of the school community and actively promotes a culture where bullying is recognised as being unacceptable.

Bullying behaviour is not and should never be an inevitable part of school life or a necessary part of growing up.

Each child at Glassary Primary has the right to be free from fear, discrimination, intimidation, harassment and social exclusion.

We expect there to be respectful relationships between staff, between staff and parents and carers, staff and children and amongst children.

“Every child and young person in Scotland will grow up free from bullying and will develop respectful, responsible and confident relationships with other children, young people and adults. Children and young people, and their parents and carers, will have the resilience to prevent or respond to bullying. All children will expect help and know who can help them; while those adults working with them will follow a consistent and effective approach in dealing with and preventing bullying from early years onwards.”

*[A National Approach to Anti-Bullying for Scotland's Children and Young People, 2010]*

## What is Bullying?

**Respect for All** defines bullying as ‘behaviour that can make people feel hurt, threatened, frightened and left out’

We should avoid the labelling of children and young people as ‘bullies’ or ‘victims’ and focus instead on the behaviour and its impact on individuals.

We need to support our children and young people to understand why bullying is wrong and to empower them to change their behaviour – this can happen in Health and Wellbeing activities but it is the responsibility of every adult to reinforce this message.

Unacceptable behaviours that we would consider to be bullying include:

- Being called names, teased, threatened, undermined or humiliated
- Being hit, kicked, tripped up or pushed.
- Having your personal belongings taken, hidden or damaged
- Having your identity, be it gender identity or sexual orientation, debated or questioned by others
- Being targeted because of your identity or of what others perceive your identity to be
- Being made to feel that you are not in control of yourself or of your life
- Being socially isolated, ignored, or having rumours spread about you
- Having abusive or demeaning photographs, messages, or images about you sent on social media, online gaming platforms or phone

Most of the kinds of behaviour described above can take place both face to face and online

Cyberbullying is often the same type of behaviour as other bullying, but it takes place online, on social networking sites, in chatrooms, and via mobile technologies, gaming and instant messaging platforms. The impact of this is just as hurtful and damaging as other forms of bullying behaviour. Advances in technology are simply providing an alternative means of reaching people at any time of the day.

Every bullying incident will be looked at individually. In some cases, children or young people may not be aware that their behaviour is bullying. In these circumstances, the intent to bully may not be present, but the impact and effect on the person will be no less severe because of this. Bullying does not have to be persistent to have an effect on the mental health and well-being of a child or young person. It is not helpful to wait until a pattern or repetition emerges before taking action. Although bullying is usually

persistent, a single incident can have a significant impact for some children and young people, as it can sustain a fear of it happening again.

It is important to take into account the impact that the behaviour is having on the child or young person. If the young person is unable to respond effectively and regain their sense of control in the situation, adults need to intervene to help restore this.

In their lives children and young people occasionally disagree or argue with each other. It is crucial that adults and children are aware of how relationships work and of their own influence on these interpersonal interactions. School staff will work with parents and carers and the children and young people to help support them as they experience challenges and changes in their relationships with others, to develop respect and empathy for others and to build the resilience needed to get through difficulties.

Our curriculum will provide our children with many opportunities to develop relationship skills.

Each child or young person should know that they can speak any adult in school about relationships or any other concerns and trust them to pass on concerns to someone who can help.

### **When Bullying is a crime**

Sometimes bullying becomes a legal issue and it is important to distinguish between bullying and a criminal offence such as hate crime or gender-based violence. We will work closely with Police Scotland to identify and deal with such crimes.

### **Expectations**

Glassary Primary School will ensure that all adults and children understand that bullying behaviour is unacceptable and will not be tolerated.

#### *Children*

All children within our school should:

- be aware of the school's Anti-Bullying policy and will work to implement, monitor and regularly review the school's policy, in a way that is developmentally appropriate to them;
- know that they can talk to any adult about concerns relating to bullying behaviour;
- take the opportunity arising from consultation and review processes to ensure their voice is reflected in the policy;
- understand that it is the responsibility of all to support each other;
- report any bullying incidents to an adult;
- work constructively as part of any restorative practices within the school;
- contribute positively to the ethos of the school;
- have the opportunity to receive training in the Respectme Anti-Bullying Approach.

### *Staff*

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- take the opportunity arising from consultation and review processes to ensure their voice is reflected in the policy;
- receive training in the Respectme Anti-Bullying Approach.

### *Parents and Carers*

All parents and carers should:

- be aware of the school's Anti-Bullying policy and will work to implement, monitor and regularly review the school's policy;
- know who they can talk to and what they can expect if bullying occurs;
- take the opportunity arising from consultation and review processes to ensure their voice is reflected in the policy;
- encourage and support their child to report any incidents of bullying to an adult within the school;
- work constructively with the school where their child is involved in any incident, supporting the anti-bullying practices and reinforcing the principles and ethos behind the policy
- take time to understand restorative approaches;
- model respectful relationships within the school community;
- receive information about the Respectme Anti-Bullying approach.
- Seek advice on how to support and advise their child if necessary.

### *Partners*

All partners who work with Glassary Primary School should:

- embrace the spirit of this policy and work to prevent and reduce bullying behaviour and prejudice within our school community;
- take the opportunity arising from consultation and review processes to ensure their voice is reflected in the policy;
- be offered the opportunity to receive the anti-bullying Respectme training;
- be made aware of information on bullying procedures.

## **Prevention of bullying**

Glassary Primary School is committed to promote a culture that encourages respect, values opinions, celebrates difference and promotes positive relationships.

Glassary Primary School has adopted the following proactive strategies to address potential bullying behaviours:

- *Respectme training* and support for all pupils, staff and parents and carers.

Ready

Respectful

Safe

- *Questionnaires* to regularly monitor and evaluate anti-bullying processes
- *Visual Reminders* – Posters around Glassary Primary School to remind everyone about being Ready, Respectful and Safe
- *Restorative practices and Solution-focused approaches* – This approach asks what has happened? Who has been affected and how? What does the affected person want to happen next?
- *Positive Role Modelling* – adults within Glassary Primary School will model positive behaviour.
- *Use a variety of forums to discuss the issue of bullying*, for example, in Health and Wellbeing lessons, assemblies and pupil voice sessions.

### **What you should do if you think you are being bullied**

Speak to an adult

If you don't feel that you can speak to an adult in school, speak to someone at home and ask them to get in touch with Mrs Carter.

If, having contacted Mrs Carter directly, parents and carers feel that the matter is still unresolved, they should contact our Education Manager, Rosie MacKay at [rosie.mackay@argyll-bute.gov.uk](mailto:rosie.mackay@argyll-bute.gov.uk), and she will investigate further.

### **What will Glassary Primary School do when an incident is reported?**

**All** reported incidents will be taken seriously and investigated.

A restorative approach will always be taken when dealing with bullying incidents – it is important that those carrying out bullying behaviours understand the impact of their actions on individuals and have the opportunity, with support from adults, to repair damaged relationships.

If an incident is judged to involve bullying behaviour, it will be recorded in our 'Bullying and Equalities' module in our Management Information System, Seemis.

Parents and carers of all children involved will be contacted as part of any investigation and kept up to date with any developments by Mrs Carter.

### **Review**

Glassary Primary School's Anti-Bullying Policy will be reviewed by all stakeholders annually.