



St. Hilary's Primary Anti-Bullying Policy

October 2018



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St. Hilary's



Anti-Bullying Policy

Statement of Intent

At St. Hilary's Primary we are committed to providing a positive ethos and culture. Supplying a caring, friendly and safe environment for all members of our school community. Where everyone has a right to work and learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, pupils will be able to inform members of staff of any incidents and know that the confrontation will be dealt with promptly and effectively.

Our policy on anti-bullying is consistent with South Lanarkshire Council's Education resources guidelines "Treat Me Well".

What is bullying?

To tackle bullying we need a clear definition. The definition used for purposes of this policy is:

"Bullying is both behaviour and impact; the impact is 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 behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face to face and online." (Respectme, 2015)

Bullying occurs in many contexts and can take the form of:

- Being called names, teased, put down or threatened
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you
- 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
- Being targeted because of who you are or who you are perceived to be



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Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff will promote an ethos and culture of praise and positive behaviours within St. Hilary's.
- All teaching and non-teaching staff will encourage our pupils to develop the necessary skills such as self-awareness and self-esteem, and develop coping strategies, assertiveness and resilience.
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils, parents and staff should be assured that they will be supported when bullying is reported.

Signs and Symptoms

There may be signs or behaviour that indicate that a child is being bullied. If any of these come to an adult's attention, then they should investigate:

- Unexplained injuries
- Loss or destruction of property, money or belongings
- Illness or faking illness to avoid going to school
- Sudden change in eating habit, such as comfort eating or loss of appetite
- Sudden change in sleeping patterns, such as trouble sleeping or nightmares
- Not wanting to go to school, struggling to keep up with or loss of interest in school work
- Low self-esteem and/or lack of confidence
- Self-destructive or self-critical behaviours

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

A positive ethos

In St. Hilary's we have created a positive ethos and culture of dignity, excellent behaviour, strong leadership, shared responsibility, inclusion and equality, partnership working and a sense of community. We have a variety of strategies to promote positive behaviour:

- A comprehensive pre-entrant programme where common expectations can be established.
- The encouragement of co-operative play from an early stage.



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- Regular whole school assemblies to share success and recognise individual achievement.
- Classroom Charter created by the teacher and pupils, which is shared with parents at *Meet the Teacher*.
- Emphasis on team work through the House System.
- Playground supervisors who are vigilant for any signs of bullying.
- The use of senior pupils as monitors and specially **trained mediators** to help deal with minor disputes amongst younger pupils.
- Pupil Voice Groups to reflect pupil opinion and help shape decision-making.
- A comprehensive Health and Wellbeing programme which fosters emotional health and helps equip pupils with the skills to avoid and combat bullying. This includes Bounce Back (resilience and no bullying) lessons.

Handling Bullying Incidents

We recognise that in spite of our best efforts to promote positive behaviour, incidents of bullying can still occur. Fundamental to our policy on bullying are the following principles:

- All bullying is unacceptable, regardless of any excuses that are given to justify it.
- Every incident of reported bullying will be investigated fully.
- It is the shared responsibility of every member of staff, parent and pupils to eliminate bullying at St. Hilary's.

In order to raise awareness of and prevent bullying at St. Hilary's Primary, we ensure all pupils, staff and parents have an understanding of their responsibilities and expectations:

School Staff will:

- Take immediate action.
- Establish the facts of an incident - is it bullying?
- Reassure the 'reporters' of anonymity, safety and that the matter will be looked into.
- Talk to all who are involved.
- Report all bullying or suspected bullying to the management team.
- Record and report all cases of racial, disability or gender harassment in line with SLC procedures.



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The Management Team will:

- Fully investigate and speak to all concerned.
- Maintain appropriate records using an agreed pro-forma.
- Involve parents at an early stage.
- Be sensitive to the feelings and fears of the victim.
- Work with all concerned to find solutions, restore self-esteem and prevent further incidents.
- Monitor pupils involved to ensure that the situation is resolved.
- Take appropriate action in all cases of racial, disability or gender harassment in line with SLC procedures.

We would like parents to:

- Stress the importance of sociable behaviour.
- Actively support our anti-bullying policy by discussing this with your children.
- Be open-minded and establish the facts of an incident. Is it bullying or 'falling out'? Are there two sides to the story?
- Notify the school as soon as possible about bullying incidents. Don't wait for things to resolve themselves. We are here to help!
- Work in partnership with us to resolve the situation. We want every child at St. Hilary's to feel safe and secure.
- Encourage your child to tell someone about bullying incidents. The sooner we know about the problem the sooner we can sort it out.
- Monitor your child's use of social networking sites and text messaging.
- Report any abuse to website providers, delete nasty or offensive messages and make sure their children unfriend or block abusers.
- Refer to Respectme's Bullying: A Guide for parents and carers.
- Be aware that there may be incidents which they may have to report to the police.

We would like pupils to:

- Contribute to creating a positive, friendly, welcoming ethos and develop strong relationships with peers.
- Continue to develop self-awareness and resilience and know where to seek help.
- Be aware of the impact of your words/actions on others and seek ways to include all.
- Use social media in a safe and responsible way with appropriate privacy settings.
- Report online abuse to a trusted adult and/or the website providers, if you see nasty or offensive content. Unfriend or block abusers if necessary.
- Tell a teacher, parent, mediator or friend if you are being bullied.



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- Remember that it is not your fault. Bullies act the way they do because they are unhappy or have problems that need to be sorted out.
- If you see someone being bullied, don't be a bystander, tell an adult as soon as you can.
- Remember that bullying can be fixed! If everyone works together it will stop.

Outcomes

- The bully (bullies) may be asked to genuinely apologise.
- If possible, those involved will be reconciled.
- Further incidents will be recorded and monitored.
- Parents will be contacted and made aware of incidents. Parents will be asked to come to a meeting to discuss the problem.
- The Head Teacher or Management Team will support the class teacher and parents to develop a Behaviour Support Plan. This may include working with agencies to support improvement of behaviour.
- All incidents will be taken seriously and investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Appropriate consequences including:
 - Withdrawal from favoured activities such as football or Golden Time.
 - Being kept in school under supervision at intervals.
 - Exclusion from the classroom, undertaking class work with the PT/HT.
 - Very severe case may warrant serious measures such as temporary suspension from school or exclusion, but this is extremely rare.
- If continued bullying occurs the SLC manager for pupil support will be asked to support next steps.

We recognise the needs of the victim are paramount and use a range of support that may include:

- Peer support
- Support network including members of staff

Positive Strategies and Structures

We promote a positive approach to behaviour in all areas of the school community. To support this, we have the following strategies and structures in place:

- Role model positive relationships and positive behaviour and, create a culture of praise within St. Hilary's.
- The development of necessary skills, such as self-awareness, self-esteem, avoidance and coping strategies, assertiveness and resilience, through the



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Curriculum for Excellence capacities of successful learner, confident individuals, effective contributors and responsible citizens and in particular, the Health and Well-Being outcomes and Social Education programmes.

- St. Hilary's behaviour policy
- Rights and responsible actions in our school and class charters
- Writing stories or poems or drawing pictures about bullying as part of Health and Wellbeing.
- Reading stories about bullying or having them read as a class or assembly.
- Make up role-plays and exploring through Drama.
- Having discussions/singing about bullying and why it matters.

Associated Policies

- SLC Racial Incident Policy
- Behaviour Policy
- Child Protection Policy
- Health and Wellbeing Policy



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