



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 is written in accordance with the aims of Lairhillock School to provide a caring, supportive, safe and happy environment.

Aims:

- ◆ To encourage high standards of behaviour and discipline based on rights and responsibilities related to the articles of the United Nations Convention on the Rights of the Child
- ◆ 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.

The School community includes pupils, all teaching staff, non-teaching staff, parents, visiting teachers and all 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?

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.
- we enable children to be aware of their rights
- we enable children to develop a sense of responsibility for their actions

Raising Pupil Awareness:

Activities through which this can be developed include:

- ◆ 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 School and Class Charters
- ◆ whole school assemblies
- ◆ 'Buddy' system
- ◆ 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. We have whole school assemblies each term to raise bullying awareness.



Where does bullying occur?

Bullying can occur on the way to and from school, including trips in school transport, in the playground and in school.

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 stop it - 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 an adult 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 start to go missing.
- 6) Take an active interest in friendships and out -of-school activities.
- 7) Avoid unsupervised exposure to violence on television / videos / computer games.
- 8) Spend some time discussing the different forms of violence - reality versus fantasy.

Raising Teacher Awareness:

Signs which may indicate bullying, may be that a child:

- ◆ is unwilling to come to school
- ◆ begins to do poorly in school work
- ◆ becomes withdrawn
- ◆ starts acting out of character, by for example hitting other children
- ◆ develops stomach aches or headaches
- ◆ wants to stay in at break-times
- ◆ has a cut or bruise after playtimes



Advice for Support 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!
- ◆ Ensure children play in areas where they can be seen at all times
- ◆ 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?

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. A sheet for recording a bullying incident is attached to this policy (**Appendix 2**).

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.

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.

Monitoring and Review

We will monitor and review our policy according to procedures in the school Quality Assurance 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.

Marian Youngson
Head Teacher



Appendix 1

Advice to Pupils

What is Bullying?

Bullying is:

- ◆ following someone around all the time to annoy them
- ◆ name calling
- ◆ hitting, kicking, punching, nipping
- ◆ 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
- ◆ saying hurtful things to deliberately upset another person
- ◆ 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 regularly.

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 stop it - 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.
- 5) **Keep on telling until someone listens to you and makes the bullying stop.**



INCIDENT REPORT

Establishment: Lairhillock School	
Designated Staff Member: Marian Youngson, Head Teacher	
Date	
Name of child being bullied	Class
Name of person reporting incident	

Description of Incident

Action Taken



Do you have any comments to make regarding this document?

Signed _____

Please tear off and return to the Head Teacher at Lairhillock Primary and Nursery School .