

Carstairs Junction Primary School & ELC



Anti Bullying Policy



Happy

Nurturing

Respectful

Inclusive

Carstairs Junction Primary School & ELC Anti-Bullying Policy

(Draft created December 2023, for consultation with pupils, families, and staff until March 2024)

South Lanarkshire Council is committed to providing a safe, supportive environment for all people in its educational establishments.

Here at Carstairs Junction Primary School & ELC our values are happy, nurturing, respectful and inclusive. We understand that bullying is never acceptable, and that children and young people have the right to learn in a safe, secure environment. We provide a supportive environment that promotes mutual respect, where actions and behaviours tirelessly demonstrate our commitment to our values.

Bullying behaviour can impact on wellbeing and can affect participation, attainment, and inclusion. We strive to ensure a holistic approach to build capacity, resilience, and skills in young people to prevent and deal with bullying. Children and young people who feel cared for and valued are much more likely to develop as successful learners, confident individuals, responsible citizens, and effective contributors.

There are protections from bullying for children and young people, as well as adults, based in legislation and national and local policies or guidelines:

- **Equality Act 2010**
 - Everyone should have equal opportunity to achieve their full potential...free from prejudice and discrimination.
- **United Nations Convention on the Rights of the Child**
 - which considers bullying behaviour to be in breach of the Convention.
- **Getting it Right for Every Child (GIRFEC)**
 - The national policy for Scotland with a commitment to provide all children, young people, and their families with the right support at the right time, so that every child and young person in Scotland can reach their full potential.
- **Treat Me Well (South Lanarkshire Council, 2018)**
 - Guidance for South Lanarkshire Education establishments developed in line with Respect for All – The National Approach to Anti-Bullying for Scotland's Children and Young People (2017).

This guidance has been used to inform our own policy, and gives us the following **working definition of bullying**:

Definition of Bullying in Scotland

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 Behaviours

Children and young people will naturally fall in and out of friendships while growing up. Such difficulties, disagreements or conflicts might be relatively minor and short-lived, and serve as valuable learning experiences about resolution, tolerance, compassion and understanding. At times pupils may need support to resolve such conflicts.

Unresolved conflict could lead to bullying. When talking about bullying, it is important not to label young people as 'bully' or 'victim'. Labels can impact a child's sense of identity into adulthood. Labelling can isolate a child instead of helping them to recover or change their behaviour. All young people need help to understand why bullying behaviour is wrong in order that they can change it. It is important to recognise and acknowledge bullying behaviours so that it can be identified when it happens.

UNCRC Article 19

You have the right to be protected from being hurt and mistreated in body or mind.

Bullying behaviours can include:

Bullying behaviours can harm people physically or emotionally and, although the actual behaviour may not be repeated, the threat may be sustained

over time, typically by actions, looks, messages, confrontations, physical interventions, or the fear of these. This behaviour can include:

- name calling, teasing, putting down, or threatening and intimidating by racist, homophobic, or sexist remarks.
- hitting, tripping, pushing, kicking
- taking and damaging belongings
- ignoring, excluding, spreading rumours
- sending abusive messages electronically, e.g., via text, emails, social networking sites or messaging apps
- making people feel like they are being bullied or fearful of being bullied.
- targeting someone because of who they are or who they are perceived to be.

This is not an exhaustive list; there may be other behaviours that can be classed as bullying.

Two more specific categories of bullying are described below:

Prejudice-Based Bullying	Cyberbullying
<p>The Equality Act (2010) makes It unlawful to discriminate against people with a protected characteristic.</p> <p>These protected characteristics are:</p> <ul style="list-style-type: none"> ▪ age ▪ race ▪ religion or belief ▪ disability ▪ sex ▪ sexual orientation ▪ gender reassignment ▪ marriage and civil partnership ▪ pregnancy and maternity <p><i>We will work to safeguard any child who may be vulnerable to bullying because of a real or perceived difference affecting them or a group to which the child is perceived to belong. We will respond to any prejudice-based bullying, as identified in the Equalities Act 2010, in line with the actions set out in this policy.</i></p>	<p>Bullying also occurs in the virtual world which children and young people access through mobile phones, the internet and through social networking sites and messaging apps.</p> <p>As communication can happen anywhere and at any time, often in unsupervised spaces, cyber bullying can be pervasive, escalate quickly, and be difficult to handle for the child or young person, their families, and other organisations they are involved with, including schools.</p> <p>However, this arena for bullying behaviour is the same as other forms of bullying and requires similar prevention and treatment.</p> <p>Awareness of cyberbullying, consent, internet safety, and sources of help and advice are promoted in our Personal Social and Health Education curriculum.</p>

UNCRC Article 2

All children have rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or a girl, what their culture is, whether they have a disability, whether they are rich or poor. No child should be treated unfairly on any basis.

Impact of Bullying

It is crucial to consider the impact that bullying behaviour has on a child or young person. The impact of an incident is more important than whether it is classified as bullying. Bullying is a behaviour which leaves people feeling helpless, frightened, anxious, depressed, or demeaned. Actions can affect people in different ways, and this should be taken into consideration.

Preventing Bullying

Carstairs Junction Primary School employs a range of pro-active, preventative strategies to reinforce the message that bullying is never acceptable. Examples of these include:

- Through our values, culture and ethos, respect and inclusion are promoted and celebrated.
- Staff are positive role models in their everyday interactions.
- Leadership is evident across the school team, giving staff and pupils a sense of belonging, pride and importance.
- Parental involvement and engagement are actively encouraged, promoting a culture of togetherness and connectedness.
- Pupil voice is evident across the school, with alternative methods of communication where required (AAC) ensuring ALL learners have a voice.
- Anti-Bullying lessons embedded in our Health and Wellbeing curriculum for all stages.
- School engages in activities to mark annual Anti Bullying Week.
- Pupils to raise concerns discretely with a member of staff.
- Mandatory staff training in understanding Equality and Diversity and Promoting Positive Behaviour and Understanding Distressed Behaviour (PPRUDB), access to professional learning through RespectME, Scotland's anti-bullying service, and senior leadership training in incident investigation and monitoring using the SEEMiS Bullying and Equalities module.

A desirable action for future school improvement would be to register for accreditation within the **Rights Respecting Schools** programme (UNICEF UK).

Responding to Bullying

It is important to ensure that the pupil who has experienced bullying behaviour feels listened to and supported. It is also important to help young people who demonstrate bullying behaviour by providing clear expectations about behaviour as well as providing a range of ways to respond. This can include taking steps to repair a relationship, and where appropriate, supporting them to make amends. We aim to challenge prejudice and offer the opportunity to learn and change behaviour. Consideration is always given to any factors that may impact upon a young person's well-being including the additional support needs of those involved.

UNCRC Article 12
You have the right to give your opinion, and for adults to listen and take it seriously.

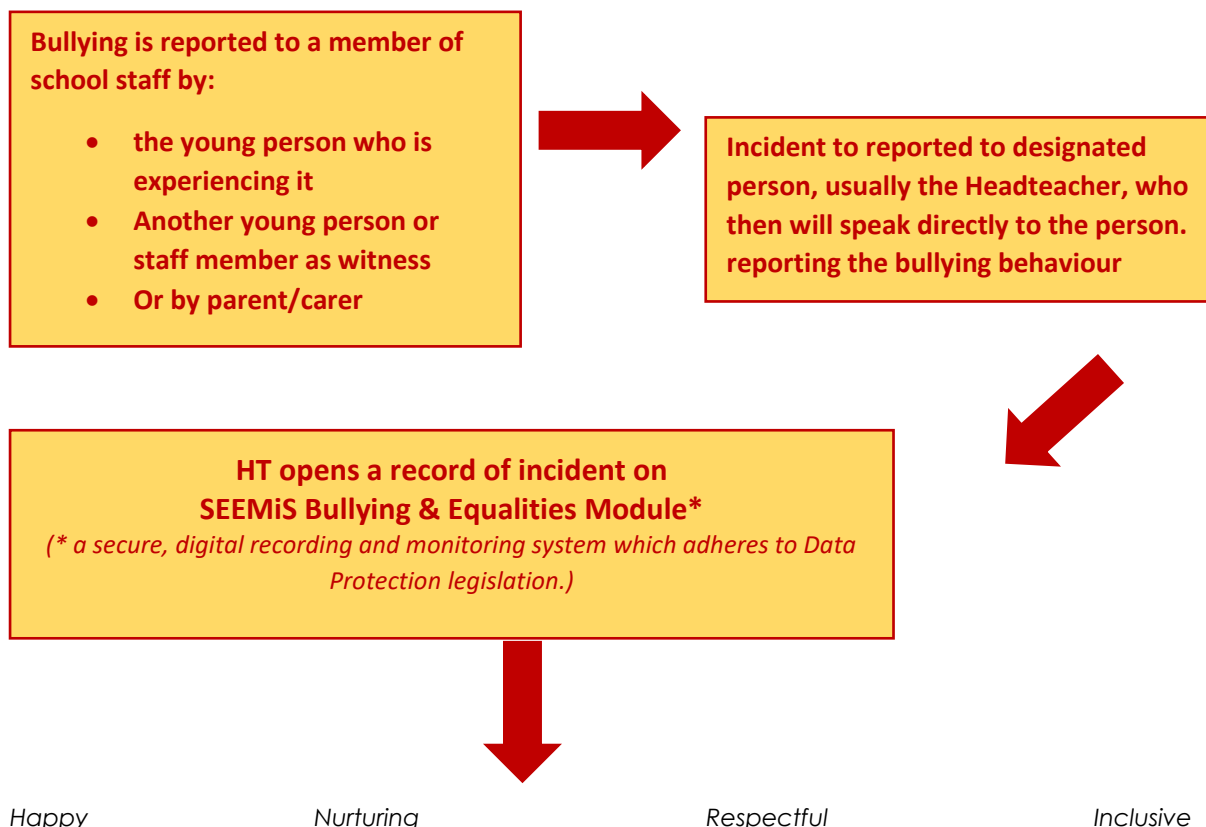
Advice for Pupils, Parents and Staff

If you are a person who is experiencing bullying behaviour, a person who is demonstrating bullying behaviour, or a member of staff or parent who is supporting someone who has experienced bullying, then it is important that you know what is expected of you.

Role of the pupil	Role of adults in school	Role of parents
<ul style="list-style-type: none"> • Action will be taken if you tell an adult you trust. This can be a parent, teacher, or family member. • If you are aware of someone else who is experiencing bullying behaviour, report it. • If you are displaying bullying behaviour and you don't know how to stop – speak to someone and ask for help. • Take part in restorative conversations that involve you. The adults will help to make sure you feel 	<ul style="list-style-type: none"> • To be fully aware of the school's Anti-Bullying policy. Adults in school will be consulted regularly to ensure the policy is up to date and evaluate its effectiveness. • To ensure actions are taken in response to prioritising a child's safety. • To share relevant information concerning individual children and incidents of bullying with the Headteacher or other professionals as required and follow advice or 	<ul style="list-style-type: none"> • Be aware of any changes in behaviour. Any change is worth noting. • Monitor your child's online activity and refer to useful sources of information regarding internet safety. • Contact the school as soon as possible should any incidents arise and ask to speak to the class teacher or Headteacher. • Support your child in learning about bullying and share the anti-bullying message.

<p>supported so that you can share your views and feelings with confidence.</p> <ul style="list-style-type: none"> • Listen to the views of others to help grow your understanding of the impact your actions have on others. • Engage positively with lessons around the topic of bullying in school. • Develop self-regulation skills with help and modelling from adults in school. Then try to use some of these by yourself. 	<p>instructions to inform parents or carers.</p> <ul style="list-style-type: none"> • Take any concerns of bullying behaviour seriously and investigate matters thoroughly. Take appropriate action and keep parents informed. • To support children who have experienced bullying behaviour or have demonstrated bullying behaviour. Listen and respond accordingly. Agree a plan for ongoing support. • To fully understand and follow the procedures for recording, managing, and monitoring bullying incidents. • Regularly evaluate professional practice. 	<ul style="list-style-type: none"> • Keep a record if bullying behaviour persists – who, what, when, where. • Work in partnership with the school to support your child, whether your child is experiencing bullying behaviour or displaying bullying behaviour.
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Recording of Bullying Incidents - Reflective of updated Guidance August 2023



Investigation is carried out by school and pupil experiencing bullying.

Information gathered will include the following:

- The children and young people involved, as well as staff or other adults.
- Where and when the alleged bullying has taken place
- The type of bullying experienced, e.g., name-calling, rumours, threats etc.
- Any underlying prejudice including details of any protected characteristic(s)

Parents and carers will be informed when this investigation is complete, and the plan for supporting the young people involved towards a resolution will be set out, while seeking to work in partnership.

BULLYING CONFIRMED

Action is taken to support young person experiencing and young person displaying bullying behaviours.

Consideration is given to personal or additional support needs and wellbeing concerns.

The SEEMiS Bullying & Equalities Module record opened at the reporting stage is updated.

NO EVIDENCE

THAT BULLYING TOOK PLACE

School responds to original concern explaining outcome of investigation.

Further action may be necessary to resolve any outstanding concerns.

The SEEMiS Bullying & Equalities Module is updated to record 'unfounded'.

Adoption, implementation, and review of our anti-bullying policy

Our commitment to supporting anti-bullying at Carstairs Junction Primary School & ELC continues in line with national and local authority guidance.

This draft of an anti-bullying policy which is contextualised for our school will be shared with Pupil Council, Parent Council, and adults who work or volunteer in our school, including partner agencies, for consultation. Suggested amendments will be considered with the aim that work to finalise our anti-bullying policy will conclude by March 2024. This draft has also been submitted to Inclusion Services of South Lanarkshire Council for feedback.

Following consultation, any further pupil, parent or carer, and staff voices will be evident within this policy.

The anti-bullying policy will be reviewed every three years, with the next review being in September to December of academic year 2026 – 2027.

Further information and advice



RespectMe – Scotland's anti-bullying service

www.respectme.org.uk

This website offers practical advice and guidance for adults on addressing bullying behaviour. There is also a section specifically for children and young people offering practical advice on what to do if they're being bullied.

If a child is being bullied and would like to speak to an adult in confidence, they can contact ChildLine on 0800 1111



ChildLine's website has a bullying section for young people and adults. Visit www.childline.org.uk



If you are worried about your child and would like further information or advice, you can visit

www.parentlinescotland.org.uk

CEOP - The Child Exploitation and Online Protection Centre website provides information and advice for online safety. Visit <https://ceop.police.uk>



For further information on children's rights and the work of UNICEF around the World

www.unicef.org.uk