

Kirkliston Primary School



Anti Bullying and Equalities Policy

A Guide for Families
Produced by Staff
Pupils and Parents

Our Values
Compassion, Justice, Wisdom, Integrity

Policy Aims

- To nurture an environment in which everyone feels respected, valued and secure.
- To involve the whole school community in developing respect and mutual understanding of the effects of bullying and the place we all have in combating it.
- To promote varied, positive, inclusive play.
- To employ varied strategies for allowing children to approach adults and buddies to discuss their anxieties.
- To define rights and responsibilities and include them in the use of Voice Boxes and Emotion cards throughout the school.
- To ensure all staff, pupils and parents/carers know and use the procedures for reporting incidents of bullying and pastoral care issues.

Policy Statement

It is the expectation of the City of Edinburgh Council Children and Families Department that all staff, parents and carers will work to prevent and reduce bullying and prejudice among children and young people.

Discrimination on grounds of race, disability, gender, faith, sexual orientation, social class and looked-after status are of equal concern and are all clearly distinguishable.

Bullying and discriminatory behaviours are not tolerated in any Children and Families establishment.

Definition of Bullying

Definition of Bullying

Bullying is behaviour which uses power to hurt, frighten or cause unhappiness to others.

This Behaviour includes:

- **Physical:** kicking, hitting, punching, pushing, tripping and other forms of unwanted physical contact.
- **Verbal:** threats, name calling, spreading rumours, persistent teasing about personal features, teasing about family or domestic situations, shouting, swearing, hurtful comments.
- **Emotional:** taking friends away, tormenting, hiding, stealing or damaging property, using threatening gestures, exclusion from friendship groups, "ganging up" on people, sending offensive/threatening texts or e-mails (See school policy on acceptable use of mobile phones).

- **Racism:** threats or gestures against race, colour, creed or culture.
- **Threats:** any threat to beat up; demand money or other form of intimidation, extortion.
- **Isolation:** deliberately not including an individual in activities, exclusion from friendship groups

Bullying is not -

- Children falling out over minor incidents
- Children who do not get on with each other
- A one - off disagreement or fight between children

"Fights between people of approximately equal power and random attacks by strangers are serious, but they are not bullying. Neither is the proper exercise of power by people in positions of authority".

What to Do: Pupils

If it happens to you:

No one has the right to make you unhappy and you must get help to make it stop.

Try to ignore silly comments or teasing. Don't say anything back - try to walk away.

Tell people who are bullying you to "GO AWAY". Shout "NO." Say it loudly and walk away.

Practise in the mirror.

Tell an adult or friend you trust, or use the 'Voice Box' or our 'Friendship Stop'. If you don't get the help you need keep asking till you do. **Don't give up.**

If it happens to someone you know:

Be a friend.

Help your friend to get some help.

If you do nothing you are giving permission for the bullying to continue.

Help your friend to find an adult to speak to - chum them if they want you to.

If you see someone being bullied:

Never join in.

Always try to help if you can without being in danger yourself.

Get help from an adult if you need to or use the 'Voice Box'.

What to do: Staff

Be aware of a child who is -

- Unwilling to come to school
- Starting to be less able to complete school work
- Becoming withdrawn or isolated within school
- Starting to act out of character e.g. hitting out at others
- Developing sore tummies or headaches
- Wanting to stay in at break times
- Having cuts and bruises after playtimes
- Tearful for no apparent reason

Staff must apply the school approach to Bullying in a consistent manner.

Teaching Staff

1. Report any incidence of bullying to the SMT immediately
2. Take each incident seriously and investigate immediately
3. Where appropriate, discuss the matter with the whole class and use the opportunity of Circle Time to address the issues
4. Be alert to any change of attitude in pupils
5. Help pupils to raise their self esteem and confidence through recognising and rewarding attainment and achievement.

Support Staff

1. Be aware of isolated children and try to involve them in a sympathetic group
2. Be aware of "rough and tumble" and know when to intervene - when does it stop being play and become more serious
3. Check all aspects of the playground regularly, including more inaccessible areas
4. Do not ignore aggressive or bullying behaviour
5. Remove the victim from the scene to discuss the issues in a quiet and calm place
6. Deal with the bully after the victim has been cared for
7. Report the incident to the class teacher(s) and record concerns in the Pastoral Care Folder in the office.
8. Serious and persistent bullying should be reported to the SMT
9. Talk through more minor incidents with the children - listen to both sides when the children are calm
10. Monitor pupils at the Friendship Stop

Action and Monitoring

All incidents must be taken seriously and fully investigated. Parents must be appropriately informed at all stages. If an allegation of bullying is substantiated, support must be put in place in the form of individual, group or whole class work. A programme of monitoring must be set up with a clear indication of steps to be taken (such as the use of our Pastoral Care Policy).

What to do: Parents

Early intervention is the key to dealing with any behaviour problem such as bullying.

- 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
- If you are worried that your child is being bullied, ask him/her directly
- Find out **the facts** when told about an incident of bullying
- Inform the school immediately if you feel there may be a bullying problem
- Encourage your child to tell a teacher or the playground helpers if they or any of their friends are experiencing difficulty in or out of school
- Watch out for signs of stress in your child - headaches, sore stomachs, reluctance to come to school - can be indications that all is not well
- Investigate if toys/ money start to go missing
- Take an active interest in friendships and out-of-school activities
- Supervise situations where bullying may occur, e.g. walking to and from school
- Avoid unsupervised exposure to violence on television / DVDs / computer games.
Spend some time discussing the different forms of violence - reality versus fantasy

If you think your child is being a bully

- Remain calm
- Don't bully or hit your child - this will make things worse
- Don't hesitate to ask for help
- Set realistic, firm guidelines and rules to help your child control his/her behaviour
- Ensure that your child apologises, either in person or in writing to the child he/she bullied
- Support your child to stop the bullying behaviour

If you need support or further information you may find the following agencies useful:

ParentLine Scotland. Tel : 0808 800 2222 www.parentlinescotland.org.uk

www.kidscape.org.uk www.bullying.co.uk www.antibullying.co.uk www.childline.co.uk

www.respectme.org.uk

Kirkliston Primary School Pupils' Charter

Through an assembly on 9th June 2010 the pupils put together the following charter:

Kirkliston Pupils' Charter

- We expect everyone to share
- We include others
- Everyone is eco
- We encourage each other
- We are respectful to everyone
- We treat everyone the way we want to be treated
- We listen to others
- We are kind and helpful

How We Should Feel at school:

- Confident
- Happy
- Healthy
- Looking forward to being at school
- Welcomed
- Proud and ready to work hard
- Safe
- Respectful and respected

Kirkliston Pupils say No to:

Being nervous, punching, kicking, name calling, hitting, drugs, abuse of texts, cyber bullying, strangling, wrestling, swearing, prank calls, weapons, annoying people when working, bad attitude, put downs, racist remarks.

The Consequences of Bullying

- Lose Golden Time
- Contact parents
- Exclusion from school
- Name goes in Bullying or Racism book

Restorative Justice and Peer Mediation

Where appropriate, and with the approval of a member of the Senior Management Team, a system of Restorative Justice and Peer Mediation may be used to address issues. In broad terms, Restorative Justice is an innovative approach which puts repairing harm done to relationships and people over and above the need for assigning blame and punishment. Peer Mediation is a method of involving young people in managing conflict using non-threatening and co-operative methods that promote inclusiveness, respect and self-esteem. Children will be trained in these methods during late Primary 6 and updated regularly during P7. After training, children will apply for positions as mediators and will be supervised by an adult during the mediation process. Records will be kept of all mediations and the process will be regularly reviewed. (see appendix)

Pastoral Care

A Pastoral Care Group consisting of teaching staff and learning assistants has been established in the school. Referrals can be made to this group and advice and support given as appropriate.

Monitoring and Reviewing of Policy

Through whole school implementation of this policy we aim to help every child to feel respected, valued and secure.

The policy will be shared with pupils and parents, reviewed regularly and amended as necessary by staff.