



Kelvindale Primary School

Anti – Bullying Policy



Scotland's key outcomes for young people are that they should be safe, nurtured, healthy, achieving, active, respected, responsible and included well. All young people should develop the four capacities of the Curriculum for Excellence: successful learners, confident individuals, effective contributors and responsible citizens.

Glasgow City Council is committed to providing a safe, supportive environment for all people in its educational establishments. The values agreed by all at Kelvindale Primary School are Self-Belief, Diversity, Respect and Resilience, and we reinforce these at every opportunity. We understand that bullying is never acceptable and that children have the right to learn in a safe and secure environment.

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 happens in the context of a relationship. It can be subtle or it can be blatant. It can cause short-term suffering or it can go on for years. Bullying can be for clearly identified reasons such as race, religion, gender, sexual orientation, differences in ability, physique, social class or for no clearly defined reason. It is any behaviour in which an individual or group exerts power in an abusive way with the intention of demeaning, humiliating or harming another individual or group. It is normally (but not necessarily) a process that is repeated over a period of time. Many of these behaviours can also take place online, through social media or through messaging platforms. Bullying may be:

- Verbal – name calling, making abusive comments
- Social – ignoring or excluding another person
- Written – messages, texts, emails, graffiti, internet sites
- Material – damage to possessions, stealing or extortion
- Physical – assault
- Psychological – being forced to conform

Bullying behaviour impacts children's and young people's wellbeing and can affect their participation, attainment and inclusion, also preventing them from realising their rights. Bullying of any kind is unacceptable and must be addressed quickly. Bullying should never be seen as a typical part of growing up. (Addressing Inclusion: Effectively Challenging Racism in Schools)

The Equality Act 2010 sets out rights which include legal protection from discrimination related to any of the 9 **protected characteristics**. Any bullying related to these characteristics is unacceptable:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Children may be bullied as a result of prejudice. This could be due to perceptions and prejudice about one of these protected characteristics or because of socio-economic prejudice. A child may not have one of the characteristics but may still be bullied because of perceptions about them, their friends or their family. Glasgow City Council is committed to challenging prejudice-based bullying and makes an explicit commitment to each of the protected characteristics.

At Kelvindale Primary School we are committed to providing a learning environment in which all children feel valued, safe and respected and in which they are free from all forms of abuse, bullying or discrimination. Bullying behaviour will not be tolerated. Fairness, respect, equality and inclusion are intrinsic in the ethos of our school.

On a daily basis in Kelvindale Primary School, there is a commitment by all to promote and role model positive relationships and positive behaviour. This includes challenging prejudice-based language and behaviour and role modelling appropriate responses and support.

We aim to reduce incidents and the effects of bullying behaviour by:

- creating an ethos which places an emphasis on respecting, valuing and caring for self and others

- involving parents/carers as partners to support both those who are experiencing bullying behaviour and those displaying bullying behaviour
- taking seriously any report or allegation of bullying behaviour, investigating, recording, monitoring and taking appropriate action

Through our teaching and learning, we provide opportunities for children to discuss bullying behaviour and to become more aware of their own behaviour, choices and the effect of these on others. Children are taught to recognise that bullying behaviour is unacceptable, how to report incidents and various ways of dealing with it. Some online behaviour is illegal. Children are made aware of the far-reaching consequences of posting inappropriate or harmful content on forums, websites, social networking platforms, etc.

We work closely with our Pupil Council and Parent Council to create our school ethos, supported with a framework of positive behavioural policies and procedures including our Values Statement, School Aims and Golden Rules. We hold weekly assemblies to promote community values and recognise achievements.

What can children who are experiencing bullying behaviour do?

- Tell – it is vital that children should speak to and tell a member of staff (teacher, pupil support assistant or office staff)
- Take responsibility for what is happening to others and themselves and tell, so that help and support can be offered

What can the school do?

- Create an ethos in which bullying behaviour is unacceptable
- Create an environment where children feel comfortable to challenge racism and bullying
- Listen to and support children
- Work together with parents/carers and children
- Challenge racist language in a way that avoids making children feel defensive, and encourage reflection on the meaning and impact of what was said
- Encourage children and parents/carers to notify the school of any incidents
- Investigate, monitor, record incidents in line with GCC procedures (see appendix)
- Use curricular opportunities to openly discuss bullying and anti-bullying strategies
- Encourage empathy, perspective taking and provide examples to actively counter stereotypes
- Provide opportunities for the development of active citizenship skills
- Help those displaying bullying behaviour to understand and change their behaviour

- Provide staff training, pupil awareness sessions and information for parents
- Provide an adult presence during break times

What can parents/carers do?

- Work with their children to develop social skills, self awareness and to understand the school behaviour policies
- Work together with the school to support the anti-bullying policy and positive behaviour policies
- Familiarise themselves with our anti-bullying approach through the advice leaflets or workshops

Further information

Glasgow City Council Anti-Bullying Policy, including the incident reporting and monitoring report sheets

Addressing Inclusion: Effectively Challenging Racism in Schools - Coalition for Racial Equality and Rights, Respect Me (Scotland's Anti-Bullying Service), Scottish Government

Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People

www.kidscape.org.uk

www.childline.org.uk

www.respectme.org.uk

www.respectme.org.uk/cyberbullying.html

Kelvindale Anti-Bullying Information Leaflet for Parents