

Struthers Primary School

# Anti Bullying Policy



February 2011

## **Struthers Primary School and Nursery Anti Bullying Policy**

### **INTRODUCTION**

At Struthers we adhere to our Positive Behaviour policy as we aim to promote positive behaviour through sharing expectations at assemblies with Creating Confident Kids, Respect Me November assembly and visits from Childline/NSPCC. We look to focus on rewarding positive behaviour with our House System and issuing House Points and also class dojo points. We also have Struthers Superstars and Certificates of success.

Children have the right to work and learn in an atmosphere that is free from victimisation, harassment and fear. Struthers Primary School is committed to working in partnership with parents in ensuring that all our pupils feel safe and happy within school.

### **STATEMENT OF INTENT**

The aims and objectives of Struthers Primary School in formulating this statement are:

- ✓ To reduce and eradicate, instances in which pupils are subjected to bullying in any form.
- ✓ To establish appropriate procedures for dealing with incidents of bullying in school.
- ✓ To ensure that all pupils and staff are aware of the school policy and fulfil their obligations to it.

### **DEFINITION**

- ✓ Bullying may be defined as “behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual”.

### **SETTING STANDARDS**

- ✓ The values and benefits underlying this policy statement may be considered in the context of the following:
- ✓ All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- ✓ Struthers Primary School recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.
- ✓ Victims of bullying will be treated in a supportive manner rather than being regarded as a burden to staff and peer groups.
- ✓ Appropriate action, sanctions and support will be provided for the perpetrators of bullying.

- ✓ The harmful effect on pupil performance, which can be occasioned by bullying, is recognised and Struthers Primary School is committed to investigating and combating all bullying behaviour.

## **ACTION TO COMBAT BULLYING**

Struthers Primary will establish and maintain the following procedures in an effort to combat bullying behaviour:

- ✓ All staff, including janitorial and auxiliary staff, use a Solution Oriented Approach and restorative actions. These approaches will be the main method of encouraging good behaviour within school premises.
- ✓ All staff, including janitorial and auxiliary staff and children will be responsible for monitoring behaviour within school premises; reporting incidents and taking the appropriate action.

Pupils will receive support

- ✓ A pupil may be allocated a “buddy” to talk to or support them in the playground from our Friendship finders.
  - ✓ Counselling from a teacher or adult of the child’s choice may be given
  - ✓ Teaching staff may speak with the victim’s parents when it is felt necessary
  - ✓ Drop in sessions with Miss Elliot available.
  - ✓ The bully will be taken aside and spoken to by the adult in charge.
  - ✓ If the bullying is repeated the child will be reported to the DHT who may notify parents.
  - ✓ If the behaviour persists the pupil may be kept in at playtime or lunchtime and given an appropriate task to complete. This will give the victim the chance to play without fear of being bullied.
  - ✓ A child who is displaying bullying behaviour will be supported to make better choices.
  - ✓ A pupil may be kept in after school but only when the parent/guardian has been notified. This will enable the victim to walk home safely.
  - ✓ Any notification will be recorded in HT files.
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- ✓ Teachers may raise the issue of bullying during “Circle Time” sessions when pupils are encouraged to discuss such matters in a sensitive manner.
  - ✓ The school policy will be available and updated taking account of authority advice in order to ensure that staff, pupils and parents are aware of the policy and also of their individual responsibilities.
  - ✓ Preventative measures such as alteration to the school environment, procedures and practices will be examined in an effort to reduce the risk of bullying behaviour taking place.
  - ✓ Staff training as and when appropriate, will be undertaken to ensure that all responsibilities in respect of the school policy, can be delivered in a competent, caring and efficient manner.

## **PUPIL RESPONSIBILITIES**

- ✓ It is important that pupils support and co-operate with staff in ensuring that the school anti-bullying policy is implemented.
- ✓ In this regard pupils are expected to:
- ✓ Report all incidents of bullying to the janitor, auxiliaries, teacher or the management team
- ✓ Act in a respectful and supportive manner to their fellow pupils and report any suspected incidents, which the victim may be afraid to report.
- ✓ Adhere to and promote the aims and objectives of the school policy.
- ✓ Refrain at all times from any behaviour, which would constitute bullying of fellow pupils.

## **PARENTAL RESPONSIBILITIES**

It is important that parents recognise that they have responsibilities and a vital role to play in combating bullying. In particular they are expected to:

- ✓ Stress to their children the importance of sociable behaviour.
- ✓ Report any incidents or concerns relating to either victims or perpetrators of bullying.
- ✓ Actively endorse and support the Council policy statement and the school anti-bullying policy.

## **EVALUATION MEASURES**

To assess the effectiveness of the policy the following measures will be applied:

- ✓ Analysis over a given period of the number of reported incidents.
- ✓ Individual incident returns, including nil returns, within given periods for different age/class/year groups.
- ✓ Analysis of the number of pupil days lost which may have arisen as a consequence of bullying.
- ✓ Any marked improvements in pupil performance and attitude which may be attributed to the eradication of bullying behaviour.

## **POLICY OWNERSHIP AND RESPONSIBILITIES**

The school anti-bullying policy will be periodically reviewed and updated.

The ultimate responsibility for the implementation of the school policy rests with the Head Teacher. However, all staff, pupils and parents have an active part to play in the evolution, development and maintenance of the policy.

Struthers Primary aims to ensure that children learn in an environment free from any threat or fear.