

Southdale Primary School

Anti Bullying Policy

23-24



Introduction

Here at Southdale Primary School and ELC, we strive to create a community which demonstrates respect and fairness, encourages responsibility, values opinions, celebrates differences and promotes positive relationships with all. We are a Rights Respecting School and believe that all children have the right to learn in a safe environment. This is underpinned by our school values respect, fairness, responsibility and achievement.

Our aim is to develop a whole school approach, created by staff, pupils and parents, to consistently prevent and manage bullying incidents.

Definition of Bullying

In consultation with pupils, parents and staff, our definition of bullying at Southdale PS and ELC is ***repetitive, intentional behaviour that hurts an individual/group physically, verbally or emotionally. It can happen face-to-face and online.***

Types of Bullying

Bullying can take different forms. It could include:

- physical bullying: continually hitting, slapping or pushing someone
- verbal bullying: continual name calling, gossiping or threatening someone
- non-verbal abuse: continual hand signs or text messages
- emotional abuse: continual threatening, intimidating or humiliating someone
- exclusion: continually ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulative behaviour
- making silent, hoax or abusive calls

The following types of bullying are also hate crimes:

- racial, sexual, transphobic or homophobic bullying
- bullying someone because they have a disability

When it is not Bullying

- Isolated incidents
- Being hurt by accident
- Arguing/falling out
- Disagreements

Approaches used in Southdale PS and ELC to prevent bullying include:

- Learning about the United Nations Convention on the Rights of the Child (UNCRC)
- Upholding our school values
- Celebrating differences and learning to respect the diverse context of our school community
- Daily wellbeing check-ins
- Trusted adult initiative to discuss/raise concerns.
- Increased awareness of anti-bullying e.g. via lessons, conversations, awareness weeks, Rookie Rockstars etc.

- Use of class, playground and lunch time charters to ensure consistent behaviour throughout different areas of the school
- Consistent use of Promoting Positive Relationships policy
- Consistent use of Zones of Regulation to support pupils in developing self-regulation strategies
- Staff using trauma informed approach
- Curricular approaches to developing positive relationships such as Healthy Schools and RSHP
- Targeted approaches for children who require support in developing social and emotional skills through Nurture Support and Support for Learning
- Various opportunities to build positive relationships with peers across all levels e.g. House events, PPL, Improvement Groups.

Reporting a Bullying Incident

Incidents of bullying behaviours within school need to be reported. This can be done in the following ways:

Pupils can:

- Use the QR code on the Trusted Adult display to arrange a meeting with their Trusted Adult
- Speak to any member of staff at any time
- Speak to a peer and ask them to support you in reporting the incident

Parents can:

- Report an incident by contacting the school via phone or email
- Speak to the class teacher directly at the end of the day
- Speak to Senior Management Team at drop-off or pick-up
- Arrange a meeting to discuss your concerns with class teacher or Senior Management Team

Consequences

After reported bullying incidents have been fully investigated with all involved, the Senior Management Team will decide if an incident will be treated as bullying based on the agreed definition above. This will be in line with the West Lothian policy. If it is agreed that a bullying incident has occurred, the following steps will be taken:

- Parents of both parties will be contacted by the Senior Management Team
- Where appropriate, parents will be invited for a meeting with the class teacher and Senior Management Team to review current strategies
- Individual consequences, appropriate to the child, will be agreed upon with the child, their parents and school staff. This will not be shared wider due to General Data Protection Regulation (GDPR)
- Incidents of bullying will be recorded and monitored appropriately

Supporting Pupils

It is important that we as a school community respond to any reports of bullying incidents in a calm and supportive way for the children involved. At Southdale, we will do this by:

- Listening to pupils and validating their feelings
- Using chat, chill and helper passes respite from the classroom environment. The need for these are universally understood by staff
- Using break-out spaces, nurture spaces, Zen Den and calm spaces in classrooms to continue learning in a relaxed space where appropriate
- Allocating time with a chosen Trusted Adult
- Daily check-ins with children affected
- Communicating with parents/carers
- Making all staff aware of incidents to ensure children involved are continually monitored and supported
- Using additional services to support children e.g. Drawing Therapy, Counselling, nurture groups where appropriate