

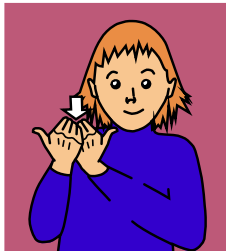
Mayfield Primary School

Anti-Bullying Policy

The Mayfield Way



Ready



Responsible



Respected



Safe

- Ready to listen, ready to learn
- Keep yourself and others safe
- Look after our school and our community

Principles and Values

Our school values highlight the importance of learners feeling safe at school in order to reach their full potential. Because of this, we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school.

What is bullying?

A National Approach to Anti-Bullying for Scotland's Children and Young People (Scottish Government 2010) states that bullying can be understood as behaviour which leaves people feeling helpless, frightened, anxious, depressed or humiliated. Bullying behaviours **may** include:

- Verbal Abuse e.g. Name-calling, ignoring, leaving out or spreading rumours
- Physical Abuse e.g. Hitting, tripping, kicking, pushing
- Cyber-Bullying e.g. using mobile phone or internet (for example Facebook/Twitter) to send or post text or images which may be seen as intimidating, malicious, humiliating or insulting / continually sending messages after being asked not to / posting rumours or gossip and instigating others to dislike or gang up on a child
- Stealing and damaging belongings
- Making people feel like they are being bullied or fearful of being bullied
- Targeting someone because of who they are or are perceived to be

In other words, bullying at Mayfield Primary School is considered to be, “unacceptable behaviour which occurs **‘repeatedly, on purpose’.**”

Bullying is also a breach of children's rights under several articles of the Convention on the Rights of the Child. All procedures must be in compliance with the requirements of the Equality Act 2010.

Policy Statement

Midlothian Council expects that all staff, parents and carers will work together to prevent and reduce bullying and prejudice amongst children and young people by:

- Developing positive relationships amongst children, young people and adults which are mutually respectful, responsible and trusting
- Building capacity, resilience and skills in children and young people, and parents and carers to prevent and deal with bullying
- Preventing bullying of children and young people through a range of strategies and approaches
- Supporting children, young people and their parents and carers who are affected by bullying

Helpful approaches are:

- Education and awareness of rights
- Developing a climate of respect, responsibility and positive relationships and a culture where bullying is unacceptable
- Pupil involvement and engagement
- Circle time, peer mediation, buddying, mentoring, playground pals and playground supervision
- Mental, emotional and social health and wellbeing programmes and activities
- Restorative approaches
- Nurturing approaches and principles
- Personal support
- Supporting and enabling parents and carers

Responsibilities

Tackling bullying is the responsibility of all school staff and partners. Adults should provide an environment which is safe, secure and in which children and young people feel they can discuss sensitive issues and are listened to.

Local Authority Education staff is responsible for:

- Supporting schools to create their own Anti-Bullying Policy and communicating it to staff, children and young people, parents and carers
- Supporting this policy through training and monitoring and ensuring schools include the promotion of digital citizenship as an integral part of existing positive relationships and behaviour policies
- Consulting with stakeholders about the effectiveness and further development of the policy
- Sharing good practice
- Ensuring staff development activities are available
- Providing advice to school staff
- Working with partner agencies to support the prevention and reduction of bullying

Head Teachers are responsible for:

- Dealing effectively with any instances of bullying which are brought to their attention by implementing school and council procedures
- Recording bullying incidents in line with Council policy Ensuring that staff create a climate of respect, responsibility and positive relationships and a culture where bullying is unacceptable
- Ensuring that children and young people are aware of the procedure for reporting instances of bullying and have a trusted person to whom they can report their concerns
- Referring the incident through Child Protection procedures or to the police if necessary
- Developing digital citizenship as an integral part of existing positive relationships and behaviour policies

- Detailing within the school's Positive Discipline Policy or within a separate Anti-Bullying Policy how bullying incidents will be dealt with, recorded and monitored
- Ensuring that all staff, parents and carers are aware of, and comply with, the school's Anti-Bullying Policy
- Regularly reviewing policy to take into account new developments in technology or legislation at a minimum of every 3 years

All other Education staff is responsible for:

- Promoting positive attitudes, behaviours and relationships
- Dealing promptly and effectively with all allegations of bullying
- Being fully aware of this policy and related procedures
- Supporting children and young people in understanding bullying and its effects and consequences
- Through the curriculum and related activities, building the capacity of children and young people to challenge bullying behaviour
- Helping children and young people, parents and carers understand the difference between bullying and other behaviours

Children and Young People are responsible for:

- Having positive relationships and attitudes and challenging bullying behaviour if they feel able to do so
- Telling a trusted person if they have any worries about bullying
- Keeping themselves and others safe with support from adults
- Understanding the difference between bullying and other behaviours
- Engaging in safe, responsible use of mobile technology

Parents and Carers are responsible for:

- Ensuring and promoting their children's health, welfare and development
- Encourage safe and responsible use of mobile technology
- Communicating concerns to a relevant member of school staff in the first instance, and working in partnership with them to resolve these concerns

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident.

Cases of bullying must also be reported to the Head teacher.

Incidences of bullying should be recorded in the Behaviour Log, this would include incidents where staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying. If a confirmed bullying incident does arise, Parents/Carers of all learners involved will be contacted.

Prevention

At Mayfield Primary School we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE and Citizenship lessons, the school Vision and Assembly Theme, and engagement in Anti-bullying week.

The values of Mayfield Primary School mean that all staff actively encourage children to have respect for each other and for other people's property and take responsibility for their actions. Positive and kind/polite behaviour is regularly acknowledged and rewarded.

Staff will regularly discuss bullying and this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff will reinforce expectations of behaviour as a regular theme in line with our Vision and our 'Fieldy' expectations.

Staff to follow the equality policy; supporting every child in our school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group.

Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

Receiving Help

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Write your concern and post it in the 'worry box'
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Ring Childline and follow the advice given

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.