



PREVENTING BULLYING AND PREJUDICE POLICY

What Is bullying?

Bullying is an abuse of power that is defined by its effects. People who are bullied are seriously upset by something someone else has done or said to them or about them. They are likely to fear that this will happen again and feel powerless to stop it. Burnbrae Primary has adopted the definition of the national anti-bullying organisation, Respect me which states that bullying might include one-off or unintentional incidents. Bullying is also a breach of children's rights under several articles of the Convention on the Rights of the Child.

"Bullying behaviour" is a more useful term than 'bully' to avoid labelling individuals as this tends to become fixed. "Person being bullied/picked on/isolated" or "person on the receiving end of bullying behaviour" is used as an alternative to "victim" for the same reason.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting, intimidating (e.g. hiding books, threatening gestures)*
- Physical pushing, kicking, hitting, punching or any use of violence*
- Racist racial taunts, graffiti, gestures*
- Sexual unwanted physical contact or sexually abusive comments*
- Homophobic because of, or focussing on the issue of sexuality*
- Verbal name-calling, sarcasm, spreading rumours, teasing*
- Cyber All areas of internet ,such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera & video facilities*
- Sport bullying during sports activities can take the all of the above forms*
- Gangs groups carrying out the above forms of bullying.*

Prejudice

People with particular characteristics are protected from discrimination by the Equalities Act 2010. They are:

- Disability*
- Gender Reassignment (people at any stage in the process of gender change)*
- Race*

- Religion or Belief
- Sex
- Sexual Orientation

Why is it important to respond to bullying or prejudice?

Bullying and prejudice hurts. No one deserves to be a person on the receiving end of bullying or prejudicial behaviour. Everybody has the right to be treated with respect. Pupils who are bullying or being prejudiced need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying and prejudice.

Bullying, prejudice and the law

- UN Convention on the Rights of the Child
- Offences (Aggravation by Prejudice) (Scotland) Act 2009
- Schools (Consultation) (Scotland) Act 2010
- Equality Act 2010
- In on the Act (Supporting children and young people with additional support needs) When a bullying incident could have serious consequences for the victim

When bullying or prejudice happens out of school, it will inevitably affect relationships within school and the progress of children in school. It is vital for teachers and parents to work in cooperation to stop out of school hours bullying and prejudice.

What are the signs and symptoms of bullying and prejudice?

A child may indicate by signs or behaviour that he or she is being affected by bullying behaviour or prejudice. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of going to or from school or truants
- changes their usual routine
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged

- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying or prejudice should be considered a possibility and should be investigated.

Reporting allegations of bullying behaviour or prejudice. What will happen next?

- Report incidents to the teacher in the first instance. If this does not improve the situation, report the bullying to the head teacher
- The teacher in the first instance will investigate and record the bullying concern. This will involve:
 - Asking the person on the receiving end of this behaviour about what has happened
 - Asking the person showing bullying behaviour about what has happened
 - Asking other children/ adults who may have seen what happened
 - Keeping notes on concern form
 - Agreeing if this is bullying or not
 - Agreeing action to stop the bullying with the person on the receiving end of this behaviour and the person showing bullying behaviour such as checking in each day with both the person on the receiving end of this behaviour and the person showing bullying behaviour, setting limits on the bully's movements around school for an agreed period, contacting parents and informing them of the bullying and asking for their help in stopping the bullying.
 - In cases of bullying, parents of the person showing bullying behaviour and the person on the receiving end of this behaviour will always be informed and/or will be asked to come to a meeting to discuss and agree next steps

- *If necessary and appropriate, our professional partners will be consulted (educational psychologist, social work service, police service, health service etc.)*

What will happen to the person showing bullying behaviour?

- *The person showing bullying behaviour will be asked to genuinely apologise. Other consequences may take place.*
- *In serious cases, exclusion will be considered*
- *If possible, the pupils will be reconciled*
- *After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Usually this will be a member of staff checking each day for a period of time with both the person showing bullying behaviour and the person on the receiving end of this behaviour.*

How will we try to stop bullying in the first place? What will we do when it happens?

School will provide an environment where everyone is safe, respected and included. This will be achieved through the following 3 areas of action.

1. Ensuring a safe and supportive school where children know we will prevent bullying.

- *Ready to Learn Framework*
- *Class teaching and learning experiences that promote positive peer relations, social skills and resilience*
- *Health & Wellbeing Education lessons*
- *Anti-bullying week/ survey every year in October/ November*
- *Assemblies focussing on anti-bullying during the year*
- *Circle Time dealing with bullying as appropriate*
- *Your Space Service for parents/carers/children to drop in or as agreed undertake ongoing intervention*
- *Annual monitoring of the anti-bullying policy (including bullying reports) by the school leadership team*
- *Staff and children will view the playground as an important part of children's learning where social skills should be developed and alertness for bullying maintained*
- *Develop play and games in the playground which promote social skills*
- *Provide safe places for pupils to be when they fear bullying.*

2. Knowing what bullying is and recognising when it is happening. Supporting those involved and stopping the bullying as quickly as possible.

- Teaching children how to challenge bullying and support victims and bullies
- Adult and peer mediation as a way of resolving bullying
- Restorative Practices training for staff and pupils
- Pupils should always feel they can have incidents listened to/dealt with on a 1 to 1 basis with a trusted member of staff.

3. Managing incidents that have serious impact on individuals or the school.

- Staff handling bullying incidents consistently according to school policy
- Staff reporting incidents to the school leadership team using the welfare concern form
- Parents being informed of further incidents of bullying
- Records kept of bullying allegations by the head teacher
- Monitoring of bullying
- Referral to specialist staff of persistent bullying (e.g. behaviour support service).

Suggested Resources

Personal, Social and Emotional Education resources	In Health & Wellbeing resources area
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Bullying Online	http://bullying.co.uk
Kidscape	www.kidscape.org.uk
Anti-bullying network	www.antibullying.net
Anti-bullying alliance	www.antibullyingalliance.org.uk/Page.asp
Anti-bullying week class lessons	www.bratz-toolkit.co.uk/
Anti-bullying week class lessons	http://bullying.co.uk
Anti-bullying week activities	www.antibullyingweek.co.uk/
Powerpoint for older children; how to recognize bullying behaviour. Bullying and the law.	www.bullyfreezone.co.uk/downloads.php?s=3&p=1276
Bullying advert movie explaining "Tell someone" (P3-7)	www.dfes.gov.uk/bullying/video.shtml

Bullying playscript (bullying and drugs) (P6-7)	www.actionwork.com/freescripts.html
Movies where famous actors talk about being bullied at school	www.dfes.gov.uk/bullying/teachers/index.shtml#a
Advice on homophobic bullying	www.schools-out.org.uk/
Professional development videos on dealing with bullies	www.teachers.tv/video/browser/1290
Anti-bullying week film (P4-7) www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/makingthedifferencefilm/	
Bullying cartoons (USA) http://stopbullyingnow.hrsa.gov/index.asp?Area=webisodes&webisodes	
Professional development for staff on dealing with bullies	www.teachers.tv/bullying/link

Appendix 1 Bullying Flowchart - to follow