

GLENCORSE PRIMARY SCHOOL

'A small school building big dreams'

ANTI-BULLYING POLICY

Everyone in our school has an important part to play in discouraging and preventing bullying from happening and respecting the rights of others with guidance from the United Nations Convention for the Rights of the Child (UNCRC).

Our policy is underpinned by the values:

- Fairness
- Respect
- Equality
- Inclusion

At **Glencorse Primary School** we understand bullying behaviours **may** include:

- Verbal abuse eg name-calling, ignoring, leaving out or spreading rumours
- Physical abuse eg hitting, tripping, kicking, pushing
- 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
- Online targeted abuse - cyber bullying
- Violating children's rights as outlined in the UNCRC

At Glencorse all staff and parents work together to prevent and reduce bullying amongst children by:

- Developing positive relationships amongst children, young people and adults which are mutually respectful, responsible, trusting & accepting of difference
- Building capacity, resilience and skills in children and young people, and parents and carers to prevent and tackle 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
- Ensuring all children are aware of their rights and responsibilities
- Reflecting upon children's rights regularly and developing a whole school charter which shows how we will respect these rights

Helpful approaches are:

- Developing a climate of respect, responsibility and positive relationships and a culture where bullying is unacceptable
- Reflecting on the rights outlined in the UNCRC to foster a climate of respect, tolerance and acceptance
- Regular reminders of the school charter and children's agreement to adhere to this
- Pupil involvement and engagement with pupils taking responsibility for their actions
- Circletime, peer mediation, buddying, mentoring, playground pals and playground supervision
- Mental, emotional and social health and wellbeing programmes and activities
- Personal Support and involvement from outside agencies where necessary

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
- Sharing good practice
- Ensuring staff development activities are available
- Providing advice to school staff

Headteachers 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 in line with the UNCRC
- Ensuring that children are aware of the procedures 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
- Ensuring that all staff and parents are aware of, and comply with, the school's Ant-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 in understanding bullying and its effects and consequences
- Through the curriculum and related activities, building the capacity of children to challenge bullying behaviour
- Helping children and parents understand the difference between bullying and other behaviours
- Ensuring children are fully aware of their rights and how to respect the rights of others
- Involving children in the development of the school charter, allowing them to take responsibility for violating these rights

Children 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
- Respecting the rights of others

Parents are responsible for:

- Ensuring and promoting their children's health, welfare and development
- Communicating concerns to a relevant member of school staff in the first instance, and working in partnership with them to resolve these concerns
- Reviewing school behaviour policies and the school charter and reinforcing and supporting these values

Recording and Monitoring

Glencorse Primary School will record and monitor instances of bullying. This will ensure that appropriate responses and follow-up actions are taken.

All parents will be informed of any bullying that has occurred and we will seek their support and co-operation in dealing with the incident.

Appropriate systems and procedures for recording bullying incidents, are in place including the use of SEEMIS Incident Manager. The incidents will be recorded on SEEMIS by the Admin Assistant.

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