



# **Anti-Bullying Policy**

## **RATIONAL**

A clear and agreed working definition of bully that I used in this policy is:

Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face to face or online.

(Respectme2015)

Bullying behaviour can include:

- Being called names, teased, put down or threatened face to face and/or online
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you (face to face and/or online)
- Sending abusive messages, pictures or images on social media, online gaming platforms or phones
- Behaviour which makes people feel like they are not in control of themselves or their lives (face to face and/or online)
- Being targeted because of who you are or who you are perceived to be (face to face and/or online)
- Prejudiced-based bullying based on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance

Within St. Patrick's Primary School, we are committed to creating a positive ethos and culture of dignity, excellent behaviour, strong leadership, shared responsibility, inclusion and equality, partnership working and a sense of community. We adhere to national and local guidance and procedures.

## **RESPONSIBILITIES AND EXPECTATIONS**

### **Staff within St. Patrick's:**

- Promote an ethos and culture of praise and positive behaviour
- Encourage children and young people to develop the necessary skills such as self-awareness and self-esteem, and develop coping strategies, assertiveness and resilience
- Should listen, learn, involve and resolve
- Should be aware of the reporting and recording systems in place to respond to incidents of bullying behaviour
- Should support the person(s) experiencing bullying behaviour and person(s) displaying bullying behaviour as the aim is to change behaviours positively
- Liaise with parents and carers where appropriate and without breaking any confidentiality

### **Parents/Carers:**

- Report any bullying incidents to the school, but they should address their children's behaviour when it affects others negatively
- Monitor their children and young person's use of electronic devices, mobile technologies and social media, including setting parental controls
- In the first instance, report any abuse to website providers, make sure their children unfriend or block abusers
- Be aware that there may be incidents which they may have to be reported to the police

**Young People:**

- Continue to develop self awareness and resilience and know where to seek help
- Contribute to creating a positive, friendly, welcoming ethos and develop strong relationships with peers
- Report any incidents of concern to staff
- Be aware of the impact of your words/actions on others and seek ways to include all
- Celebrate differences rather than targeting those who are different
- Use social media in a safe and responsible way with appropriate privacy settings
- Report any online abuse to a trusted adult and/or the website providers, unfriend or block abusers if necessary

**POSITIVE STRATEGIES AND STRUCTURES**

All staff, parents, carers, children and young people, the wider community and partnership colleagues

- Role model positive relationships and positive behaviour and, create a culture of praise within our school
- Ensure that children and young people develop the necessary skill, such as self-awareness, self-esteem, avoidance and coping strategies, assertiveness and resilience, through CfE capacities of successful learners, confident individuals, effective contributors and responsible citizens and in particular, the Health and Wellbeing and Technologies outcomes.

**ACTION TO BE TAKEN IF BULLYING IS SUSPECTED**

If bullying is suspected we will talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified the following action will be taken:

**Help and support from a member of staff will be given, as appropriate, to both the young person and the bullies.**

**We support the young person in the following ways:**

By offering them an immediate opportunity to talk about the experience with their class teacher or another teacher if they choose.

By informing the young person's parents/carers.

By offering continuing support when they feel they need it.

**We will try to help the bullies in the following ways:**

By talking about what happened to discover why they became involved.

By informing the young person's parents/carers.

By continuing to work with the young person – to help rid them of prejudiced attitudes.

**All incidents will be recorded in accordance with SLC procedures**