



# Our Lady and St. Anne's Primary School

## Anti-Bullying Policy Statement



**Rationale:** In Our Lady and St. Anne's Primary School we aim to make every effort to ensure that our learners can learn and thrive in a safe and secure environment without fear of bullying.

A clear and agreed working definition of bullying is provided in the South Lanarkshire Council's Treat Me Well Anti-bullying guidance and used for this policy:

*Bullying is both behaviour and impact: the impact 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 and online.*

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

The aim of this policy is to outline how we prevent and minimise bullying incidents in the school, the responsibilities and expectations of all stakeholders and the procedures for handling bullying incidents.

### A Positive Ethos

Within Our Lady and St. Anne's we are committed to creating a positive ethos and culture based on our school values of **Kindness, Honesty, Respect and Inclusion**. We have high expectations for excellent behaviour and a shared responsibility to work together with parents and carers to establish positive approaches to support our young people.

All staff in Our Lady and St. Anne's Primary School are familiar with the local and national guidance and procedures including but not limited to: Treat Me Well, Respect Me, Promoting Positive Relationships and Understanding Distressed Behaviour, United Nations Convention on the Rights of the Child and Getting it Right for Every Child.

In Our Lady and St. Anne's, we worked with all stakeholders to produce our Relationship Policy which shows clearly, our expectations, strategies and supports. The Relationship Policy is on the school website and a paper copy can be given to any Stakeholder upon request.



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## **Responsibilities and Expectations**

### **Staff within Our Lady and St. Anne'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, we encourage "see it, report it".
- 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.

## **What happens if bullying occurs?**

If there are allegations of bullying or if bullying is suspected, then the first thing we would do would be to talk to the suspected victim, the suspected bully and if possible any witnesses. This may be done by the class teacher or a member of the Senior Leadership Team.

Help and support will be provided, as appropriate, to both the young person affected and the child displaying bullying behaviours.



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### **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 child accused of bullying behaviour in the following ways:**

- By talking about what happened to discover why they became involved.
- By informing the young person's parents/guardians.
- By continuing to work with the young person – and recognising the needs of the individuals.
- Staff work with pupils to change behaviour and attitudes that contribute to bullying behaviours.

### **Recording, monitoring, evaluating and reporting**

- All staff will report allegations or suspicions of bullying behaviours to a member of the SLT.
- All incidents will be investigated, and outcomes of investigations will be recorded on SEEMIS (Pastoral Notes and Bullying and Equalities Module).
- Actions will be taken dependant on outcome and severity of each incident.

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March 2024