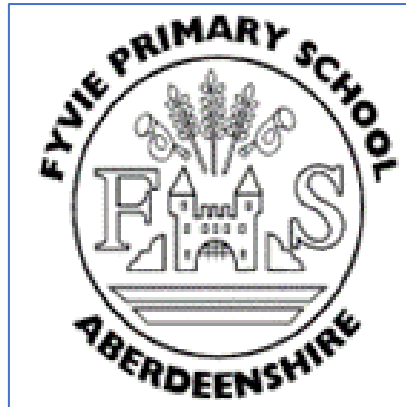


Fyvie Primary School



Anti-Bullying Policy: Bullying Prevention and Management for Fyvie School

April 2024

'Bullying of any kind is unacceptable and must be addressed quickly. Bullying should never be seen as a typical part of growing up.' Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People 2017

Mission Statement

Fyvie Primary School – Growing successful futures together.

Fyvie is a nurturing school where we learn, thrive and grow together with confidence – embracing our value of Everyone Together.

Aims

- Our pupils will be open, friendly, welcoming and inviting.
- Pupils will experience personalised, progressive learning across a variety of settings.
- Pupils will be actively engaged in purposeful learning.
- Individual strengths will be recognised, valued and used to the benefit of the whole school.
- Individual needs will be supported as required to enable all to achieve success and be happy and confident.
- Everyone will feel supported and listened to by management, colleagues and parents; they will be able to share concerns and speak their minds.
- Activities will be fun, motivating and engaging. Learning will be child led and responsive to current interests and both local and world events.

Scope

This policy is adapted from the Aberdeenshire Council document 'Aberdeenshire Anti-Bullying Policy: Bullying Prevention and management for Educational Establishments'. This was originally shaped and influenced by the Youth Commission in collaboration with an Advisory Panel. Research conducted identified existing good practice and informative data which was fundamental to the development of this policy. The links to relevant guidance documents can be found at the end of this document which will assist staff in preventing and managing bullying behaviour within educational establishments. The scope of this policy extends to all establishments and to all practitioners working within Education. This policy applies to all instances of bullying behaviour within establishments, between learners. This policy applies to all instances of bullying behaviour which impact on a child or young person's attendance or engagement to their learning or the learning environment. This policy includes, but is not limited to, bullying and harassment on the grounds of Disability, Race, Sexual Orientation, Gender, Gender Reassignment and Religion, pregnancy and maternity, marriage and civil partnership and age. It is also recognised that bullying can be prejudiced based. This is where bullying behaviour is motivated by prejudice 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.

Principles

This policy aims to provide guidance for Education staff, partners and stakeholders in preventing and responding to incidents of bullying behaviour. All children and young people have the right to learn in an environment that is free from bullying. In working to provide this, they should be enabled to fully develop the skills and confidence needed for life, work and for learning. Schools must establish and publish an anti-bullying policy. This anti-bullying policy must reflect six key areas in providing an appropriate and robust approach to the prevention and management of bullying. These are:

- Stance - Bullying in any form is unacceptable
- Definition -Bullying can be verbal, physical, emotional and cyber. It can be persistent or one off.
- Prevention - Work to educate and raise awareness.
- Communication - Communicating efforts to prevent and respond to incidents.
- Response – adopt the '6 step approach'
- Reporting and Monitoring – The Bullying & Equalities (B&E) module within SEEMIS Click+Go should be used to record incidents of bullying in schools.

Definition of Bullying

What is bullying?

The Scottish Government is committed to supporting and promoting Children's rights under the United Nations Convention on the Rights of the Child. The Education (Additional Support for Learning) (Scotland) Act (2009) requires Authorities to reduce barriers to learning. Aberdeenshire Council is obliged to meet the requirements of The Equality Act (2010) equalities legislation which protects individuals from unfair treatment and promotes a fair and more equal society.

This policy has been informed by Respect for All: A National Approach to Anti-Bullying for Scotland's Children and Young People (2017) and has been shaped by the National 'Getting It Right for Every Child' (GIRFEC) framework. This anti-bullying policy replaces previous anti-bullying guidance, policies and procedures adopted by Aberdeenshire Council, and those developed by individual establishments.

In accordance with Scotland's National Anti-Bullying Service; 'Respectme', Aberdeenshire Council Education and Children's Services define bullying as the following:

'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 and online.'

Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People 2017

A further exemplification of bullying from the same document states that bullying behaviour: **'can harm people physically or emotionally and, although the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions, looks, messages, confrontations, physical interventions, or the fear of these.'** Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People 2017.

Bullying is considered to be a breach of the UN Convention on the Rights of the Child. Aberdeenshire Council shares the view that:

'Bullying of any kind is unacceptable and must be addressed quickly. Bullying should never be seen as a typical part of growing up.'

Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People 2017 explain Bullying can be:

Emotional	Being unfriendly, excluding, tormenting, intimidating
Physical	Pushing, kicking, hitting, punching or any other use of violence
Racist	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Homophobic taunts, graffiti, gestures
Verbal	Name-calling, spreading rumours, teasing
Cyber	Mobile threats by text, calls, social media. Misuse of camera and video technology. Internet misuse – e-mail, chat rooms, on-line games

Why is it important to respond to bullying?

At Fyvie School and Nursery, we recognise that we have a responsibility to create a safe, secure and happy environment for all our children and staff. No-one deserves to be a victim of bullying, and everyone has the right to be treated with respect. Schools have a responsibility to respond promptly and effectively to tackle issues around bullying.

Bullying and the Law

Children have the right to be educated in an atmosphere which is free from fear and schools have a duty to do all they reasonably can to protect children in their care from intimidation, assault and harassment. This right and this duty are enshrined within documents such as the UN Convention on the Rights of the Child, The Children (Scotland) Act 1995 and the European Convention on Human Rights. Assault, harassment and intimidation are offences against children aged 8 and over. The legal system would rarely be involved in dealing with bullying in school, however, there may be circumstances when the police are called in as a last resort, or due to the seriousness of an incident. For example:

- When a bullying incident could have serious consequences for the victim.
- When other strategies have failed or are considered inadequate because of the seriousness of the bullying.

Schools and parents should work in cooperation to try to stop out of school hours bullying, as these incidents inevitably affect relationships and progress within school.

Signs and Symptoms

Adults should be aware of signs or behaviour of children which could indicate bullying. These might include:

- Frightened of walking to and from school.
- Doesn't want to go to school.
- Doesn't want to go on school transport.
- Changes their usual routine.
- Becomes withdrawn, anxious or lacking in confidence.
- Complains of feeling ill before school.
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is afraid to use the internet or mobile phone.

What do I do if I think my child is being bullied and what will happen?

- Report bullying incidents to your child's class teacher or Head Teacher.
- Staff will investigate and record the incidents following investigation.
- Parents will be contacted, if necessary and appropriate.
- Police will be consulted in very serious cases, if necessary and appropriate.
- Following the investigation, staff will closely monitor the children involved.

The overall aim is to prevent bullying altogether by:

- Creating an environment where everyone feels safe, respected and included.

- Promoting an anti-bullying culture which:
 - Values everyone.
 - Fosters feelings of self-esteem, self-worth and respect for others.
 - Helps pupils to take responsibility for their own actions.
- Whole school Health and Wellbeing programme, including Emotion Works.
- Regular monitoring of parent and pupil views and feelings about the school ethos.
- Developing play and games in the playground which promote social skills. (Positive Playtime group / Play leaders)

Related Links

1. This should be read in conjunction with the Aberdeenshire Anti-bullying Guidance: Bullying Prevention and Management in Educational Establishments 2022

2. Respect for All: national approach to anti-bullying - gov.scot
<https://www.gov.scot/publications/respect-national-approach-anti-bullying-scotlands-children-young-people/>

3. Included Engaged Involved Part 2: Included, engaged and involved part2: preventing and managing school exclusions:
<https://www.gov.scot/publications/included-engaged-involved-part-2-positive-approach-preventing-managing-school/>

4. Bullying & Equalities: Recording and Monitoring Bullying Incidents in Schools (RAMBIS)- Aberdeenshire Bullying and Equalities Reporting Guidance (internal document) in HT Office

5. Supporting Transgender Young People in Scottish Schools: Guidance for Scottish Schools
<https://www.gov.scot/publications/supporting-transgender-young-people-schools-guidance-scottish-schools/>