

Insch Primary School



Anti-Bullying Policy

August 2020

Insch School's stance on Bullying

Bullying at Insch school is unacceptable in any form.

It would be wrong to say that it will never happen, so the following guidelines are in place to help resolve any incidents of bullying.

Aim of this policy

- To ensure all children and young people are provided with a safe, inclusive and supportive environment in which to learn.
- To ensure that all stakeholders recognise what bullying is and that it is unacceptable at Insch School.
- To ensure all stakeholders understand the strategies and programmes in place to help prevent bullying but also the procedures should bullying occur.

What is bullying?

Bullying takes place when the actions of an individual or group of people cause harm to someone by taking advantage of an imbalance of power within a relationship (whether perceived or real). Bullying behaviour is abusive.

Bullying behaviour is often displayed as a result of past experiences which affect and impact on current actions.

Bullying can be verbal, physical, emotional or cyber. It can be intentional or unintentional, direct or indirect, persistent or a one-off incident. People who experience bullying behaviour feel vulnerable and/or socially isolated.

Prevention and education

At Insch school we follow 4 school values – Aiming High, Showing Respect, Valuing our community, Being safe. These values are embedded across the school and are discussed and spoken about every day. Children's achievements are celebrated relating to our school values and wider achievements are recognised at school assemblies regularly.

At Insch School, we use Emotion coaching and emotional regulation practices to learn how to manage our emotions appropriately. All children and staff have a 5-point scale which identifies strategies to help calm them when they are feeling stressed, angry, frustrated etc. Staff are trained in holding emotion coaching conversations and use appropriate language to support pupils to manage their emotions and solve problems. More information about our Emotion coaching and regulation approaches can be found in our Emotional regulation policy.

Staff work hard to build up positive relationships with the children to ensure they feel safe at school.

Every year, each class focusses on creating a class charter where the children work together to set the expectations for their class in relation to the articles in the UN convention of the

rights of the child. These charters are then referred to daily to encourage good behaviour and attitudes in school.

Police Scotland are in attendance every year to support the education of our older pupils in relation to anti-social behaviours and cyber safety along with Cybersafe Scotland.

Children should always tell their teacher or another trusted member of staff if they feel they are being bullied. They will always be taken seriously and listened to.

Response to Bullying behaviours

Insch School has a 6-step approach to dealing with bullying behaviour:

- 1) ***Recording the incident*** – Staff will note the incident with the date and those involved.
- 2) ***Speak to individuals involved*** – Staff will speak to the individuals involved in the incident and listen to all sides of the story. This will be recorded and discussed with the children in a frank and honest conversation.
- 3) ***Speak to parents*** – All Parents of children involved will be informed of any persistent instances of bullying via phone call, message on Seesaw, email or letter. Should it be required, parents will be invited in for a meeting to discuss the incident with the class teacher and member of management.
- 4) ***Utilise restorative approaches*** – Staff will work with the children to help support restoration between the pupils. This may involve discussions, social skills work or emotional regulation work.
- 5) ***Monitor the situation*** – Staff will monitor the situation and implement any further strategies to support positive interactions between the children.
- 6) ***Review and increase the response accordingly*** – Staff will regularly review the situation and ensure that appropriate strategies and support are put in place to avoid any further bullying instances.

Parental responsibility

Parents should accept responsibility for their child and their behaviour and work with us to ensure bullying behaviour is stopped immediately. We need to work as a team to ensure the appropriate supports and strategies are put in place to encourage your child to make better choices and improve their behaviour. This will require sanctions at home as well as at school.

We ask that if any parent feels their child is being bullied, that they make the school aware as soon as possible so we can act upon it accordingly.