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| **Anti-Bullying Policy** |

**Rationale**

At Abernyte Primary School, we seek to ensure that all children and adults are treated with respect. All children and staff have the right to feel happy, safe and secure. As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to quickly and in-line with PKC Anti-Bullying Strategy.

Getting it right for every child is the responsibility of everyone; ensuring that all children and young people are nurtured and supported to become confident individuals, effective contributors, successful learners and responsible citizens.

**Aims**

The aims of this policy for our school echoes those detailed in PKC [Anti-Bullying Strategy](https://www.pkc.gov.uk/media/40989/Anti-Bullying-Strategy/pdf/Antibullying_Strategy_1_.pdf?m=636471161244000000);

* **Communication**: to ensure that everyone is aware of what bullying behaviour is, the impact of bullying on people’s lives, and what is being done to prevent it.
* **Commitment**: to promote the values, principles and approaches that will help eliminate bullying behaviour within our schools and learning communities.
* **Consistency**: to develop consistent approaches to addressing the issue of bullying across all Perth & Kinross Council schools and learning communities.
* **Clarity**: to ensure that everyone knows who to go to for help and support and what will happen when they do.
* **Co-operation**: to recognise that it is everyone’s responsibility to tackle bullying behaviour. By working together, we can make our schools and communities better places to live and work.
* **Capacity**: to increase the capability of our schools and learning communities in their use of positive approaches through information, training and support to reduce and prevent bullying behaviour.

**What is bullying behaviour?**

Bullying behaviour can make people feel hurt, threatened, frightened and left out. It can be verbal, physical, and emotional or involve online conduct which is unwanted and uninvited. The behaviour may be intentional or unintentional, can cause physical or emotional harm, may be repeated over time or be a one-off incident. Bullying is a combination of behaviours and the impact they have. It can be a range of behaviours including:

* **Physical**: this may include hitting, kicking, pushing, or taking or damaging someone else’s property.
* **Verbal**: this may include spreading rumours, name calling, teasing or talking about people.
* **Emotional**: this may include excluding someone from the group, embarrassing someone or making them feel bad for being different.
* **Cyber**: cyberbullying does not take place face to face but occurs when technology is used to send messages, texts or images which hurt, humiliate, intimidate or embarrass others. The impact of cyberbullying is as hurtful and damaging as other forms of bullying behaviour.
* **Prejudice**-based bullying: bullying behaviour can be prejudice driven and may be based on differences between children and/or groups of children. More information on this can be found in PKC Anti-Bullying Strategy.

It is important to acknowledge that not every incident is a bullying incident, each incident should be carefully considered and handled appropriately.

**How will Bullying Behaviour be prevented?**

Our aim is to build a community where bullying behaviour is unacceptable. We can achieve this by developing positive relationships which are underpinned by preventative strategies. Effective preventative strategies must involve all members of a community in building a culture where everyone feels safe, secure and nurtured.

It is essential that we recognise that everyone matters and should be valued for who they are.

Understanding the impact of bullying behaviours on our health and wellbeing and on our learning and development will help us take action to prevent and manage incidents. At Abernyte Primary School we will take steps to ensure that:

1. Regular staff training takes place to raise awareness and ensure that staff develop the skills to recognise, respond and take action appropriately to bullying behaviour.

2. Teachers will plan opportunities through the curriculum to support young people to develop effective relationships, build resilience and skills for life. This will include developing self-awareness and awareness of others, responsibility taking and problem solving.

3. We shall ensure all children are fully aware of PKC Anti-Bullying Strategy and our own school policy taking particular attention to maintaining a positive culture and ethos that ensures openness, honesty and integrity.

4. Use Restorative Approaches as outlined in our Relationship Policy as a key strategy to support and develop a culture which aims to prevent incidents of bullying behaviour.

5. There will be clear and effective communication about acceptable standards of behaviour, which reinforce our values and aims in relation to anti-bullying.

6. Children will know who to speak to, be confident they will be listened to and taken seriously, and know that appropriate action will be taken.

7. Children will have access to weekly ‘time to talk’ sessions where they will have the opportunity to discuss and reflect with a member of staff.

**How will we respond to bullying behaviour?**

When bullying behaviour takes place, we will respond appropriately by addressing the needs of all children involved. This means the child who is experiencing bullying behaviour as well as those who exhibit these behaviours. This aim of this will be to build a culture of respect, responsibility, resolution and support.

* Young people should be encouraged/enabled to speak up and speak out. The child should choose an adult they trust – this may not always be their class teacher but may be a member of support staff or the Headteacher.
* Incidents of bullying behaviour, including cyberbullying, will be investigated promptly and thoroughly by an appropriate member of staff. All involved should be given the opportunity to talk and be listened to.
* Children will be encouraged to repair and restore their relationship and the harm done. This will be through a one-off or series of restorative conversations. This may also include the children working together positively to complete a social task e.g. playing a game, craft making or baking, to name a few.
* The child who has experienced bullying behaviour should be involved in the decision about the next steps the school will take.
* Where appropriate, parents will be involved.
* Feedback will be given to appropriate people.
* Both the emotional and physical effects of bullying behaviour will be considered.
* After the point of resolution, the adult investigating this incident of bullying behaviour will check-in with the child at regular intervals.

Where bullying behaviour has taken place, a record will be kept.

All aspects of bullying incidents will be dealt with in a way that fosters mutual respect, individual responsibility, resolution and support. Staff must be confident that a resolution has been reached and bullying behaviour has stopped.

In order to achieve a satisfactory resolution, we may use a range of strategies such as:

* small group work/team building activities;
* peer mediation building on shared concern;
* restorative approaches;
* solution focussed approaches;
* seek outside help /advice/involve other partners or agencies as required;
* police involvement or engagement;
* appropriate consequences should be considered as part of the resolution process.

