

GOURDON PRIMARY SCHOOL



ANTI BULLYING POLICY

Written 2014

Review 2016

Aberdeenshire
COUNCIL



Education, Learning & Leisure

ANTI-BULLYING POLICY

This policy has been developed in consultation with all members of staff, both teaching and non-teaching, pupils and parents.

The Scottish Executive along with all Aberdeenshire Council establishments and staff are committed to ensuring that bullying does not occur in our place of work or study.

Bullying can be a serious problem that impacts on young people's enjoyment and engagement with education and has a major effect on an individual's health and wellbeing.

INTRODUCTION

"It is the basic entitlement of all children in our school that they receive their education free from humiliation, oppression and abuse.

Education is compulsory and therefore it is the responsibility of every adult to ensure that it takes place in an atmosphere which is caring and protective."

"Bullying – a Positive Response." By D P Tatum and G Herbert 1992.

Bullying is a form of behaviour which leads to the victim feeling frightened, bewildered or threatened. It can take different forms – it can be a one-off incident - it can be persistent, it can be emotional or it can be physical. It is important to understand the difference between the rough and tumble of everyday school life and wilful bullying.

The staff at Gourdon School both teaching and non-teaching, believe that we have a responsibility to create a safe and secure environment for all the pupils who are in our care. Parents should be confident in the knowledge that school staff will not condone an act of bullying.

WHAT ARE THE AIMS OF OUR POLICY?

- ✚ To prevent bullying.
- ✚ To deal with bullying when it occurs.
- ✚ To complement the school discipline policy.
- ✚ To work hard at promoting a school ethos which:
 - Values the individual.
 - Fosters feelings of self esteem, worth and respect.
 - Encourages and support all members of the school community to take responsibility for their own actions.
- ✚ To promote the atmosphere where it is the accepted practice to report incidents of bullying.

HOW WILL THIS BE ACHIEVED

- ✚ By promoting the correct ethos.
- ✚ By raising awareness through the curriculum.
- ✚ By giving our pupils opportunities to talk about bullying in general.
- ✚ By working within the framework of the school's Discipline Policy.
- ✚ By staff using their professional judgement in identifying and responding to bullying.
- ✚ By working in co-operation with parents.
- ✚ By giving support to victim and bully.

GUIDELINES FOR STAFF

Staff are advised to watch out for early signs of distress in pupils. The following guidelines are intended to support staff in responding to a report of bullying.

1. Listen to the pupil. Take the report seriously.
2. Deal with the situation with reference to the procedures in the Code of Discipline.
3. Inform the Head Teacher.
4. Inform the parents when appropriate.
5. Monitor incidents to check the bullying has stopped.

ADULT ROLE MODELS OF ANTI-BULLYING BEHAVIOUR

The values of a school are transmitted through the "hidden" curriculum as well as through the class lessons. All adults in the school have a vital part to play as role models. The following statements have been discussed and agreed by all staff.

We will:

- ✚ Show respect for each other as individuals.
- ✚ Show respect for every child as an individual.
- ✚ Be aware of vulnerable children.
- ✚ Be seen to be fair.
- ✚ Have high expectations of all pupils.

ANTI BULLYING ACTION

It is vital that all pupils know that this school is concerned about bullying. They must feel confident to speak out and be able to speak to any members of staff. At this primary school we will try to promote a caring ethos where every child feels valued and is treated as an individual. This bullying policy is reflected within our programme for personal, social and moral education and in our code of discipline. We will act to prevent bullying from happening, not just react to incidents of bullying when they occur.

www.betterbehavioursotland.gov.uk

Aberdeenshire employee helpline