



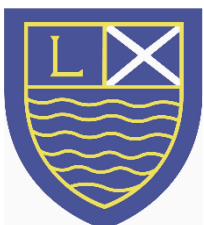
Loch Primary School and Nursery Class

Anti-Bullying Policy



Together Everyone Achieves More

Learning Opportunities Create Happiness



October 2023

AIMS

South Lanarkshire Council is committed to providing a safe, supportive environment for all people in its educational establishments. Here at Loch Primary School and Nursery Class, our values are nurturing, happy, welcoming, inclusive, achieving and respectful. We understand that bullying is never acceptable and that children have the right to learn in a safe, secure and nurturing environment.

At Loch Primary School and Nursery Class we provide an inclusive, nurturing environment where we aim to ensure:

- Everyone feels happy, healthy and nurtured.
- Learners are supported and challenged to achieve success across the curriculum and reach their full potential.

To support our work in achieving these aims, we promote positive relationships within the school and foster a nurturing ethos which encourages all learners to feel safe, included and to respect themselves and others. This was echoed in our recent HMIE inspection report which highlighted the "caring, compassionate children who proudly ensure that everyone is respected and included in their school" and "the highly effective, nurturing environment where children flourish as a result of the consistent, calm and caring approach of all staff" as key strengths of our inspection visit (September 2022).

Loch Primary School and Nursery Class takes bullying, and its impact seriously. Bullying of any form is not tolerated in our school. We ensure we follow our Anti-Bullying Policy, which has been created in consultation with all stakeholders, when dealing with any instances of bullying as well as the South Lanarkshire Council's 'Treat Me Well Anti-Bullying Behaviour Guidance'. The school has high expectations of behaviour and we follow South Lanarkshire Council's 'Promoting Positive Relationships and Understanding Distressed Behaviour Policy' at all times to support our work in providing a welcoming and inclusive environment which focuses on children's health and wellbeing.

TEAM LOCH promotes the message that 'we are all in this together'. Stakeholders provided the following comments about what TEAM LOCH means to them:

"TEAM LOCH means we are a team and we all stick together"
(P4 pupil)

"TEAM LOCH means being happy and kind to each other"
(P6 pupil)

"TEAM LOCH means working together and never giving up"
(P6 pupil)

"TEAM LOCH is a safe place"
(P7 pupil)

"TEAM LOCH is a place where everyone listens to me"
(P3 pupil)

"TEAM LOCH is a happy place"
(P2 pupil)

"TEAM LOCH means EVERYTHING - I love being part of my TEAM LOCH"
(staff member)

"TEAM LOCH means working together as a team to ensure the best for our children"
(staff member)

"TEAM LOCH means as a team we support each other to ensure that all of our children are happy, healthy, nurtured and safe in their learning environment"
(staff member)

"TEAM LOCH means working together to ensure everyone is happy, healthy, nurtured and safe in an environment where all children are encouraged and supported to succeed and reach their full potential. TEAM LOCH makes me proud"
(staff member)

"TEAM LOCH means working together to create and maintain a happy, safe and enriching learning and social environment for all stakeholders"
(staff member)

"TEAM LOCH is a place where you can feel like you can achieve anything"
(staff member)

"TEAM LOCH means my child is safe and getting the education she deserves by a group of staff who are brilliant at their job. It means friendship for life and a safe place for her to be herself and not be judged by others"
(parent/carer)

"TEAM LOCH means that my child is included and part of a school community where she feels safe and understood"
(parent/carer)

"TEAM LOCH means everyone works together and the school is a happy, safe space for learning"
(parent/carer)

"TEAM LOCH means support, kindness and ensuring the best for children and parents"
(parent/carer)

"TEAM LOCH is a friendly, welcoming team who all work together to ensure the best outcomes for all of their pupils. They are supportive of all pupils, staff and partners and will always try to find a way to help a pupil reach their full potential, seeing each pupil as an individual"
(Specialist Support Teacher)

"Loch is an amazing wee school with a very relaxed family atmosphere. I am always warmly welcomed by staff and pupils and you get the sense that every visitor who comes in probably gets a similarly warm welcome. I don't feel like visitor, I feel like a part of the family, valued, appreciated and cared for. I always leave the school feeling uplifted and looking forward to my next visit"
(Cambuslang and Rutherglen Christian Reachout Trust)

"Loch is one of the most welcoming schools I have worked in, and I am always made to feel like I am a valued member of the family that is Team Loch. The staff and children are always friendly and helpful, nothing is too much bother for them. I always enjoy my visits to Loch, and just wish I could spend more time there!"
(Early Years Specialist Support Teacher)

WHAT IS BULLYING?

"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". (Respectme, 2015)

At Loch Primary School and Nursery Class we are fully committed to eliminating any form of bullying. 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 phone.
- 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 Equality Act 2010 makes it unlawful to discriminate against people with a 'protected characteristic'. These include:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race
- Sex
- Religion and belief
- Sexual orientation

RESPONSIBILITIES

At Loch Primary School and Nursery Class we believe that preventing bullying is the responsibility of our whole school community and if there are incidents of bullying, we will ensure we work together with all stakeholders to deal with the situation immediately. All stakeholders including pupils, staff and parents/carers were consulted about the creation of this policy and the roles we all have.

Responsibilities and Expectations of All Staff

- To understand and follow our Anti-Bullying policy and procedures at all times.
- To embed the 'Six Principles of Nurture' within practice at all times to ensure children feel safe, nurtured, valued and respected.
- To promote an ethos and culture of praise and positive behaviours (TEAM LOCH).
- To support and encourage children to develop the necessary skills such as self-awareness and self-esteem, and develop coping strategies, assertiveness and resilience.
- To teach and support children to understand the differences between relational conflict and bullying through Health and Wellbeing lessons and pupil support activities.
- To use restorative approaches to help resolve any conflict.
- To listen, record and report any allegations or incidents of bullying to the Senior Leadership Team immediately.
- To support the child(ren) experiencing bullying behaviour and the person(s) displaying bullying behaviour with the aim to change behaviours positively.
- To monitor and report any further incidents.
- To liaise with parents/carers where appropriate when any form of bullying behaviour occurs.

Responsibilities and Expectations of the Senior Leadership Team

- To lead the creation, development and maintenance of a positive school ethos which promotes positive behaviour, relationships and inclusion.
- To understand and follow our Anti-Bullying policy and procedures at all times.
- To embed the 'Six Principles of Nurture' within practice at all times to ensure children feel safe, nurtured, valued and respected.
- To investigate all reports of bullying sensitively and fairly, speaking with all involved and taking all views into account.
- To use restorative approaches to help resolve any conflict.
- To monitor and record any incidents of bullying and actions taken on SEEMiS.
- To report any racial incidents or incidents involving those with protected characteristics.
- To liaise with parents/carers, stakeholders and the local authority where appropriate.

Responsibilities and Expectations of Parents/Carers

- To be alert to any changes of mood and personality of your child and to speak with your child regarding any wellbeing concerns.
- To understand that fallouts and disagreements amongst children is not uncommon.
- To encourage your child to be kind and respectful of others.
- To report any bullying incidents to the school.
- To address your child's behaviour when it affects others negatively.
- To monitor your child's use of electronic devices, mobile technologies and social media, including setting parental controls and ensuring privacy settings are in place.

Responsibilities and Expectations of Children

- To follow our school rules and values at all times.
- To continue to develop self-awareness and resilience and know where to seek help.
- To contribute to creating a positive, friendly, welcoming ethos (TEAM LOCH) and develop strong relationships with peers.
- To respect everyone and not engage in any bullying behaviours.
- To be kind, caring, respectful and helpful towards others.
- To report any incidents of concern to a member of staff.
- To be aware of the impact of their words/actions on others and seek ways to include everyone.
- To use technology and social media in a safe and responsible way with appropriate privacy settings.
- To report any online abuse to a trusted adult.

REPORTING PROCEDURE

Any alleged incidents of bullying should be reported by a child, parent/carer or member of staff to a member of the Senior Leadership Team immediately who will investigate and deal with the incident sensitively. All staff will follow the South Lanarkshire Council flow chart for recording incidents of bullying:

