



**David Livingstone Memorial Primary School and Nursery Class
Anti-Bullying Policy
October 2023**

Introduction

At David Livingstone Memorial Primary School and Nursery Class, we strive to ensure that all children are free to learn in a safe and secure environment without the fear of bullying.

We aim to ensure this by:

- Having a common understanding of what bullying is.
- Having a partnership approach with parents/carers, young people and staff which develops nursery/school ethos and tackles the issue of bullying.
- Promoting a positive ethos within our nursery/school that fosters the development of skills and self-esteem within our young people.
- Equipping our pupils with the necessary skills to tackle the problems associated with bullying both in nursery/school and in the world outside.
- Providing support for young people who have been the victims of bullying.
- Making use of a range of anti-bullying strategies.

Definition Of Bullying

'Treat Me Well' is the title of the strategy planned to assist staff in addressing anti-bullying in South Lanarkshire Council establishments. This strategy defines bullying as:

'Bullying is both behaviour and impact; the impact is on the 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 Me, 2015)

Children's Rights

The UNCRC has 54 Articles which cover all aspects of a child's life. Every child has rights "without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status" (Article 2).

Children have the right to be kept safe (Article 19). It is every child's right not to be bullied. Children's rights are unique in that many of them, although designed for the safety and protection of children, have to be provided for by adults and the government.

Although bullying is not specifically mentioned in the Articles, bullying behaviour does breach a number of the Articles. Alongside this, the articles outline the responsibility of adults to protect and safeguard children and young people from bullying behaviour.

Bullying or Conflict

At David Livingstone Memorial Primary School and Nursery Class, we feel it is important to understand the difference between conflict and bullying behaviours.

Conflict

- Disagreement or difference of opinion
- Inevitable part of group dynamics
- Equal power between those involved
- Usually, an isolated incident
- All involved make an effort to resolve the situation

Bullying behaviour

- Based on imbalance
- The intent to harm- on purpose
- Serious- causes physical or emotional harm
- Does not stop when asked

Ethos

Young People

Every young person within David Livingstone Memorial Primary School and Nursery Class has a role to play to create an environment where bullying cannot thrive. This includes:

- Treating others with respect and displaying kind behaviours towards others
- Being aware of anti-bullying policies and procedures in the school
- If safe and appropriate, challenge bullying behaviours
- Share concerns with a trusted adult

- Work together to help to ensure bullying behaviour cannot thrive
- Provide feedback to staff on how to keep you safe and happy.

All staff

All adults within David Livingstone Memorial Primary School and Nursery Class have a role to ensure that all young people feel safe and create an environment where bullying behaviour cannot thrive. This includes:

- Role model positive behaviours
- Implement our school Anti-Bullying Policy and South Lanarkshire Council's Treat Me Well Policy
- Being committed to creating a positive ethos at David Livingstone Memorial Primary School and Nursery Class
- Prevent and respond to bullying behaviours
- Promote positive relationships and behaviours
- Deal with any incidents of bullying behaviour and report any concerns to Senior Leadership Team (SLT)
- Ensure that children and young people are aware of both their rights and responsibilities towards others in the creation of such an ethos
- Listen to a young person reporting bullying behaviours providing reassurance that bullying is never acceptable and that they have a right to feel safe and that speaking up is always the right thing to do
- Be mindful to avoid labelling someone a bully, instead be specific to what bullying behaviours are
- Use professional judgement to decide upon appropriate action based on the bullying behaviour
- Record all reports of bullying on SEEMIS through the Bullying and Equalities tab.

Senior Leadership Team

The Senior Leadership Team at David Livingstone Memorial Primary School and Nursery Class have a role to ensure that all young people feel safe and to ensure that all bullying behaviours are dealt with appropriately:

- Role model and implement the roles and expectations for all staff
- Investigate any bullying behaviours and deal with them appropriately with the young person displaying the behaviours
- In the first instance, in accordance with Local Authority guidelines, this is likely to be a restorative approach
- Listen to a young person reporting bullying behaviour providing reassurance that bullying is never acceptable, they have the right to feel safe and speaking up is always the right thing to do
- Be mindful to avoid labelling someone as a bully or a victim

- Use professional judgement in deciding upon appropriate action based on the bullying behaviour.

Strategies For Addressing Bullying

- All bullying behaviours at nursery/school will always be taken seriously by all staff
- All alleged bullying behaviours will always be investigated by staff
- There will be a key focus on children's rights and responsibilities - Class Rights and School Relationships Policy on a Page
- Display prominent anti-bullying posters and signs throughout the school
- Anti-bullying will be addressed on a regular basis at full-school assemblies
- Anti-bullying will be highlighted as part of our Health and Wellbeing curriculum throughout the school
- P7 Positive Play Leaders will be introduced into the infant playground.

Procedures For Addressing Bullying Incidents

- Address the problem and take action as soon as practically possible
- Listen to the views of all children involved, including witnesses
- Investigate the incident thoroughly and take and retain notes
- Talk about the behaviours displayed and offer support
- Support and repair relationships, where possible
- Inform the parents of the children involved
- Record the incident on SEEMIS.

Recording, Monitoring and evaluating

- All staff are aware of the procedures for monitoring, recording and evaluating procedures and all appropriate staff should follow these procedures
- Anti-bullying procedures will be reviewed in consultation with parents/carers, staff and pupils on a regular basis
- Appropriate records of bullying incidents will be logged on SEEMIS
- SLT monitoring of incidents will be used to target lessons at assemblies.

Reporting

- All staff are responsible for recording and reporting on cases of racial, disability or gender harassment and discrimination in line with the Dealing with Racial Harassment procedures.
- The SLT is responsible for taking appropriate action in cases of racial, disability and gender harassment and discrimination and recording and reporting on these cases in line with South Lanarkshire Council's 'Treat Me Well' document.
- All bullying behaviour incidents should be recorded on SEEMIS.
- All racist incidents should be recorded on SEEMIS.

In March 2023, Education Scotland published a Thematic Inspection of approaches to bullying in Schools. This is available through the Education Scotland website: ([education.gov.scot](https://www.education.gov.scot)). Appendix 1 contains a flowchart produced in the report to support staff in the recording of a bullying incident. This will be used by staff for guidance following any bullying incident.

Appendix 1

Recording of Bullying Incidents - updated guidance August 2023

