



Maxwellton Primary School and Nursery Class

Anti-Bullying Position Statement

"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 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

This policy should be read in conjunction with the Treat Me Well (2018) guidance created by South Lanarkshire Council in conjunction with Respect for All – The National Approach to Anti-Bullying for Scotland's Children and Young People. The management guidelines support the development of a positive, respectful and supportive environment in all South Lanarkshire's establishments including Maxwellton PS & Nursery Class. The management guidelines are divided into the following detailed sections.

1. Definition of Bullying (UNCRC Articles 19 and 37)

In Scotland, we describe bullying as behaviour which leaves people feeling helpless, frightened, anxious, depressed or demeaned. The section outlines different forms of bullying and what bullying behaviours may look like. At Maxwellton, we acknowledge that bullying can happen in different ways and is defined by the impact it has on those affected.

Bullying behaviour can include:

- Being called names, teased, put down or threatened face to face or online
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours passed around about you – either face to face or online
- Sending abusive messages, pictures or images on social media, online gaming platforms or phones
- Behaviour which makes people feel like they are not in control of themselves or their lives
- Being targeted because of who you are or who you are perceived to be face to face or online
- Prejudiced 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 are age, disability, gender reassignment, pregnancy, race, sex, religion, belief and sexual orientation.

2. Legislation (UNCRC Articles 1 and 2)

When looking at anti-bullying strategies at Maxwellton, there are legislation and policy frameworks that will be considered. This includes The United Nations Convention on the Rights of the Child (UNCRC), Getting It Right For Every Child (GIRFEC), Curriculum for Excellence and The Equality Act 2010.

3. Expectations and Responsibilities (UNCRC Articles 3 and 12)

All staff, volunteers, parents and children must understand that even an incident that occurs in isolation can represent bullying behaviour, leaving a child worried, unhappy and/or frightened. The management guidelines clearly state the expectations and responsibilities for all staff at Maxwellton, children within the school/nursery and parents/carers. All classes across the school will create their own charter annually based on the UNCRC Rights of the Child which outline the expectations and responsibilities. The expectations and responsibilities of children are shared regularly at Citizenship assemblies and during planned activities in class. Parents will receive information through newsletters.

4. Strategies to Prevent Bullying Behaviour (UNCRC Articles 3 and 29)

At Maxwellton PS & Nursery Class, we aim to put a higher profile on anti-bullying strategies to prevent incidents occurring. We acknowledge that bullying does on occasion take place within the school. To do otherwise, would suggest that bullying is not recognised or appropriately addressed. The management guidelines have several anti-bullying measures that the school will use each year as appropriate.

5. Dealing with Incidents of Bullying Behaviour (UNCRC Articles 3, 5 and 12)

Staff will use their knowledge of the children involved and use professional judgements when responding to incidents based on evidence and investigation. When bullying is reported to a member of staff at Maxwellton this will be passed to the Head Teacher or Depute Head Teacher for further investigation. They will record the incident on the Bullying and Equalities module within SEEMIS and take appropriate action based on their findings. If parents/carers are not happy with how an incident has been dealt with, they may exercise their right to make a formal complaint using South Lanarkshire's complaints procedure.

Within the management guidelines, there is very clear guidance on the recording procedures when dealing with a bullying incident. The local authority will monitor bullying incidents on an annual basis and will also gather information specific to protected characteristics.

6. Wellbeing Concerns (UNCRC Article 24)

On occasions when there is a continuing wellbeing concern following bullying behaviours, the National GIRFEC Practice Model will be used to establish the most appropriate course of action. The school will work with parents/ carers of the child who has been bullied to ensure that they are supported as the bullying may have changed the child's perspective of themselves or their confidence.

7. Consulting with Children, Young People, Parents/Carers (UNCRC Articles 12 and 13)

The school/nursery class will work closely with children and parents/carers to take their views into account when constructing policies or other information sharing documents. Parents and carers will be consulted regularly to ensure their voices are heard. Close links with parents will also be crucial in assisting the school/nursery class in dealing with bullying behaviour.

8. Communication of Policies (UNCRC Article 42)

Parents/carers will be informed of policy developments through the usual channels (letters or text messages). A copy of this position statement and the management guidelines will be put on the school website to be accessed with paper copies available from the school office on request.

9. Training and Staff Development (UNCRC Article 3)

Awareness raising on anti-bullying will take place annually for all staff within the school/nursery class. A member of staff has been trained by respectme to deliver CLPL to staff in the school/nursery class. We work closely with our Nurture Development Officer to provide appropriate CLPL to staff in nurturing approaches and restorative practices.

10. Establishment Policies (UNCRC Article 3)

In addition to following the management guidelines, at Maxwellton there are establishment specific policies that are followed that link with anti-bullying. These include the Positive Relationships policy, use of Circle Time and PATHs resources (which are part of the Health and Wellbeing curriculum), regular online safety activities across the school and working with partner agencies when appropriate.

At Maxwellton Primary School and Early Years Centre we will never view bullying as acceptable and a normal part of growing up. It does not build character – trust, acceptance, consistency and safety, amongst many other things, are the values and qualities that build character.