



Anti-Bullying Policy for Ladeside Primary School

The term 'parents' means anyone with parental responsibility, and others who care for, or look after, children or young children.

Our anti-bullying policy aligns with Scotland's national approaches to education, child protection, and promoting inclusion. It seeks to prevent bullying in all its forms and ensure the wellbeing of all pupils.

1. Policy Aims and Objectives

- **Promote a Safe Environment:** To ensure all children feel safe, respected, and valued within the school community.
- **Prevent Bullying Behaviour:** To prevent bullying by fostering a positive, inclusive, and respectful school culture.
- **Support Affected Pupils:** To support both those who have been bullied and those who have engaged in bullying behaviour, ensuring positive outcomes for all.
- **Promote Awareness:** To raise awareness among pupils, staff, and parents about what bullying is, how to recognise it, and how to deal with it.

2. Definition of Bullying

- **Bullying Behaviour:** Bullying is defined as harmful behaviour, repeated over time, that can be physical, verbal, emotional, or cyber. It can involve individuals or groups and includes:
 - **Physical Bullying:** Hitting, kicking, pushing, or any form of physical aggression. Taking or damaging belongings of others.
 - **Verbal Bullying:** Name-calling, teasing, threatening, or spreading malicious rumours.
 - **Emotional Bullying:** Excluding someone from a group, intimidation, or isolating individuals.
 - **Cyberbullying:** Bullying that occurs via technology/ online, such as social media, messaging apps, or gaming platforms.
- **Targeted Forms of Bullying:**
 - **Racist Bullying:** Bullying based on race, ethnicity, or cultural background.
 - **Sexist Bullying:** Bullying based on gender or sexist attitudes.





- **Homophobic, Biphobic, and Transphobic Bullying:** Bullying based on sexual orientation or gender identity.
- **Disability Bullying:** Targeting individuals with physical or learning disabilities.
- **Religious Bullying:** Targeting individuals based on their religious beliefs or practices.

3. School's Commitment

- **Zero Tolerance Policy:** The school has a zero-tolerance approach to all forms of bullying, ensuring appropriate action is taken when incidents are reported.
- **Promote Respect and Inclusion:** The school promotes a culture of respect, kindness, and inclusion through the curriculum, assemblies, and extracurricular activities.
- **Restorative Approach:** Where appropriate, the school uses restorative practices to resolve conflicts, repair harm, and rebuild relationships between those involved in bullying incidents.

4. Prevention Strategies

- **Curriculum Integration:** Anti-bullying education is embedded in the school curriculum. This includes discussing empathy, kindness, and the impact of bullying.
- **Staff Training:** All staff members receive training to identify, prevent, and address bullying behaviour, including recognising subtle forms of bullying such as exclusion or online harassment.
- **Assemblies and Workshops:** Regular school assemblies, themed weeks (e.g., Anti-Bullying Week), and external speakers or workshops can be used to raise awareness and promote anti-bullying messages.

5. Reporting Bullying

- **Reporting Channels:** Children are encouraged to report bullying incidents by speaking to their class teacher or another appropriate member of staff. Parents are advised to report bullying incidents via the school office.
- **Staff Responsibility:** It is the responsibility of all staff members to take reports of bullying seriously, investigate them thoroughly, and follow up on outcomes.





6. Responding to Bullying Incidents

- **Investigation Process:**
 - All reports of bullying are investigated promptly, and confidentially, by a designated member of staff.
 - All pupil involved, including any witnesses, are interviewed sensitively.
 - Incidents are recorded, and outcomes are reviewed to ensure the bullying stops.
- **Evotix/SHE Assure system:** Incidents may be reported via the online health and safety system used by Falkirk Council.
- **Support for Pupil Involved:**
 - All pupils involved receive appropriate support from school staff.
 - They will be given opportunities to rebuild their confidence if required and feel safe within the school environment.
 - Parents are informed and included in the discussion on how best to support their child.
 - We adopt a restorative approach where possible, helping the pupil who engaged in bullying behaviours understand the impact of their actions and, where appropriate, make amends.
 - We carry out ongoing monitoring to ensure the behaviour does not continue.

7. Restorative Practices

- **Restorative Conversations:** Where appropriate, we encourage the use of restorative conversations between the pupils involved. This process involves:
 - Facilitating a safe space for both parties to discuss the impact of the bullying behaviours.
 - Helping the pupil displaying bullying behaviours understand the consequences of their actions.
 - Encouraging reconciliation and the development of positive relationships moving forward.
 - Pupils displaying bullying behaviours may be provided with behavioural support to address any underlying issues and help them learn more positive social skills.





8. Involving Parents and Carers

- **Communication with Parents:** We ensure open communication with parents regarding bullying incidents. Parents are informed about any incidents involving their child and invited to work with the school to resolve the situation.
- **Parent Support:** We may offer workshops or provide information to parents on how to talk to their children about all forms bullying and how to deal with it effectively.
- **Online bullying:** There is a parental responsibility to monitor their child's online behaviour, and it should not be assumed that the sole responsibility for dealing with online bullying outside of school rests with the school.
- **Confidentiality:** While the school strives to keep parents informed, it ensures confidentiality is maintained, particularly concerning sensitive information.

9. Monitoring and Review

- **Regular Monitoring:** We regularly monitor the prevalence of bullying through staff observations, complaints and reporting data. This helps to identify any patterns or recurring issues. Input may be made to a pupil's chronology or pastoral notes.
- **Reviewing the Policy:** The anti-bullying policy is reviewed annually to ensure it remains effective and in line with national guidance (such as "Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People").
- **Children's Voice:** The policy review process involves input from the pupils to ensure their voices are heard and considered in decision-making.

10. Legal Framework and National Guidance

- **Scottish Government Guidance:** The policy is in line with "Respect for All" (Scotland's national anti-bullying approach) and other relevant policies, such as the United Nations Convention on the Rights of the Child (UNCRC) and the Equality Act 2010.
- **Falkirk Council's Anti-Bullying Policy:** Promoting Positive Relationships in Falkirk's Educational Establishments 2018
- The anti-bullying policy is linked to other relevant school policies, including behaviour.

This anti-bullying policy is designed to create a safe and inclusive environment for all children and ensure a consistent, compassionate, and effective response to bullying behaviour in Scottish schools.

