



South Park Primary School **Anti-Bullying Policy**



South Lanarkshire Council is committed to providing a safe, supportive environment for all people in its educational establishments.

Here at South Park Primary School, our values are; respect, equity, ambitious, confident, and happy. We understand that bullying is never acceptable, and that children and young people have the right to learn in a safe, secure environment.

In Scotland bullying is defined as:

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. The behaviour happens face to face and online. (Respect Me, 2015)

Bullying is a breach of children's rights.

In South Park Primary we are committed to challenge all types of bullying including prejudiced-based bullying and language.

Respect for All states: "Prejudice-based bullying is when bullying behaviour is motivated by prejudice 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 and maternity
- Marriage and civil partnership
- Race

- Sex
- Religion or belief
- Sexual orientation

For further information please see South Lanarkshire Council Policy 'Treat me Well' which is linked below.

[Treat Me Well](#)

Our Values at South Park:

At South Park Primary our school values were created after consultation with parents, pupils and all staff. Our values underpin our positive behaviour policy and help to create a positive ethos in our school.

Our School Values are:

Respect - All staff and pupils treat each other with respect and have respect for themselves.

Equity - All children in the school are treated fairly and equitably.

Ambitious - All children are encouraged to be ambitious. High expectations are set for our learners, and we encourage pupils to have high expectations of themselves.

Confident - Our children are encouraged to be confident and to believe in themselves.

Happy - All staff and pupils work hard at South Park Primary School to create a positive, happy, and nurturing environment.

Responsibilities and Expectation of Staff

All Staff should

- Promote an ethos and culture of praise and positive behaviour.
- Help children to develop the necessary skills such as self-awareness and self-esteem.

- Encourage children to develop coping strategies such as assertiveness and resilience.
- Use the model; listen, learn, involve, and resolve.
- Be aware of the reporting and recording in place within South Park Primary in responding to issues of bullying behaviour.
- Refer to school policy and always follow establishment guidelines.
- Support the person(s) experiencing the bullying behaviour and the person(s) displaying the bullying behaviour positively.
- Liaise with parents/carers when any form of bullying behaviour occurs.

Promoted Staff should

- Monitor the reporting of incidents on the Bullying and Equalities Module on Seemis. This should include significant incidents and actions taken.
- Report racial incidents and incidents involving those with protected characteristics on the Bullying and Equalities Module on Seemis.

Heads of Establishments should

- Lead the creation, development, and maintenance of a climate of positive behaviour, inclusion, equality, shared responsibility, and a sense of community.
- Liaise with parents, carers, and the local community where appropriate.

Parents and Carers should

- Report any bullying incidents to the educational establishment, but they should address their own child's behaviour when it affects others negatively.
- Monitor their children's use of electronic devices, mobile technologies, and social media, including parental controls and ensure private settings are in place.
- In the first instance, report any abuse to website providers, delete nasty or offensive messages and make sure their children unfriend or block abusers.
- Refer to Respectme's Bullying: A Guide for parents and carers.
- Be aware that there may be incidents which they may have to report to the police.

Children and Young People should...

- Continue to develop self-awareness and resilience and know where to seek help.
- Contribute to creating a positive, friendly, welcoming ethos and develop strong relationships with peers.
- **"See it, report it"** Report any incidents of concern to staff.
- Be aware of the impact of your words/actions on others and seek ways to include all.
- Celebrate differences rather than targeting those who are different.
- Use social media in a safe and responsible way with appropriate privacy settings.
- Report any online abuse to a trusted adult and/or the website providers.
- Unfriend or block abusers who send nasty or offensive comments.

Recording and Monitoring of Bullying Incidents

The SLT will follow the following procedures following a report of bullying behaviours.

Alleged bullying behaviour reported by pupil, parent, or staff



SLT will investigate sensitively and fairly



All parties listened to, and views taken on board



Parent/carers informed, and views taken on board



All parties informed of how others are feeling



SLT will ask that all inappropriate behaviour ceases



SLT will monitor for two weeks, with pupils, parents, and staff to report any further incidents



SLT to record on proforma/SEEMIS



At the end of the two-week monitoring period, pupils, parents/carers, and staff will evaluate collaboratively and decide if further action is necessary. Update SEEMIS incorporating views.

AS DIRECTED BY SLC POLICY ALL INCIDENCES OF BULLYING BEHAVIOURS WILL BE RECORDED ON THE SEEMIS BULLYING AND EQUALITIES MODULE

Although almost all cases are resolved after the two-week period, we reserve the right to apply the following consequences if required;

- Contact with parents
- Parental meeting
- Verbal warning
- Formal exclusion
- Police involvement
- In extreme cases and in collaboration with South Lanarkshire Council and parents, removal to another establishment.

It is crucial that in all cases that pupils are supported effectively through ongoing advice and guidance. In all cases the situation will continue to be monitored.

Consultation

To update this policy; we set up a Policy Review Working Group which included; staff, parents, pupils and members of the wider community.

We asked children and young people and they said...

"You should tell your parent/carer and tell a teacher."

"You should work together to sort it out."

"Everyone should try to be respectful and kind."

Parents and carers who responded to the survey told us...

"I think we should work together with the school and other parents to resolve any issues."

"I think it is important that parents encourage respectful behaviour and the importance of treating people the way you wish to be treated."

"Parents should support their child in all aspects of their social activity in and out of school, reinforcing the school values at home."

Staff and Members of the Wider Community said...

"We must deal with situations with empathy and fairness."

"We should act immediately and report it to the appropriate member of management."

"I think the nurturing approach we have in school has all staff well equipped to tackle bullying behaviours."

Policy Evaluation and Review

Policy review and evaluation will take place in April 2025



South Park Primary School - Report of Alleged Bullying Incident



Date:		Reported to:		Reported by:	
Date of incident:		Time/Location of incident:		Person(s) involved:	E: D:
Nature of Alleged Incident			<p style="text-align: center;">SCHOOL POLICY</p> <ul style="list-style-type: none"> ➤ Alleged Bullying Behaviour reported by pupil, parent or staff. ➤ SLT investigate sensitively and fairly. ➤ All parties listened to and views taken on board. ➤ Parent/carers informed and views taken into account. ➤ All parties informed of how others are feeling. ➤ SLT will ask that all inappropriate behaviour ceases. ➤ SLT will monitor for two weeks, with pupils, parents and staff to report any further incidents. ➤ SLT to record on proforma/Seemis. ➤ At the end of the two week monitoring period, pupils, parents/carers and staff will evaluate collaboratively and decide if further action is necessary. Update Seemis incorporating pupil views. <p style="text-align: center;">As directed by SLC policy, all incidents of bullying behaviours should be recorded on the Seemis Bullying and Equalities Module.</p> <p>Although almost all cases are resolved after the two week period, we reserve the right to apply the following consequences if required:</p> <ul style="list-style-type: none"> ➤ Contact with parents ➤ Parental Meeting ➤ Formal Exclusion ➤ Police Involvement <p>It is crucial that in all cases that pupils are supported effectively through ongoing advice and guidance. In all cases the situation will continue to be monitored.</p>		
Action Taken					
Perceived Reasons (Characteristics)					
Assylum Seekers/Refugee Status Body Image/Physical Appearance Disability Gender Identity/Trans Identity Gypsy/Travellers Care Experienced Marriage/Civil Partnership Mental Health Pregnancy/Maternity Race Religion/Belief Sectarianism Sexism/Gender Socio-economic Prejudice Young Carer Not Known Other					
Two Week Monitoring Review Date:					
Incident Conclusion		Resolved Not Resolved Being Addressed Unfounded			
Comment (monitoring of outcome/further action)					

