



Douglas Primary School and ELC



Anti-Bullying Policy



Rationale

At Douglas Primary & ELC our vision is for our school to be at the centre of the community, providing education, care and support to all. Within the school and ELC we will always strive to provide a happy, safe and friendly learning environment where everyone is respected and included. For learners to achieve their full potential, they must learn in a safe, secure and nurturing learning environment, where their differences are recognised, respected and celebrated. Our school values of Respect, Positivity, Trust, Friendship and Determination permeate through all that we do.

To achieve a respectful, trusting and inclusive community, free of unacceptable and intolerant behaviour, we are committed to embedding and maintaining our anti-bullying strategy. Our policy has been written in conjunction with national and local anti-bullying policies and guidelines; 'Respect for All' (Scottish Government, 2017) and 'Treat Me Well' (South Lanarkshire Council, 2025).

What is Bullying?

"Bullying is face-to-face and/or online behaviour which impacts on a person's sense of physical and emotional safety, their capacity to feel in control of their life and their ability to respond effectively to the situation they are in." "The behaviour does not need to be repeated, or intended to cause harm, for it to have an impact. Bullying behaviour can be physical, emotional or verbal and can cause people to feel hurt, threatened, frightened and left out." (Respect for All, 2024)

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 and 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 they are not in control of themselves of their lives (face-to-face and/or online)
- Being targeted because of who you are who you are perceived to be (face-to-face and/or online)
- Prejudiced-based bullying based on an individual's actual or perceived identify; it can be based on characteristics unique to a child or young person's identify or circumstance

Bullying is a breach of children's rights and may occur in a variety of contexts:

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| • Asylum seekers and refugees | • Peer pressure | • Young carers |
| • Body image | • Racial bullying | • Looked after children |
| • Disability bullying | • Religion and belief | • Homophobic bullying |
| • Gender & sexism | • Sectarianism | • Homelessness |

** This should not, however be seen as an exhaustive list as there may be many other contexts in which bullying can occur including all of the protected characteristics as set out in the Equality Act 2010.*

When is it not Bullying?

Conflict	Bullying
<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• based on an imbalance of power• the intent to harm -on purpose• happens repeatedly• serious -causes physical or emotional harm •does not stop when asked

It is just as important to remember young people will 'fall out' and disagree or change friendship groups/have difficulty making friends as a **normal** part of growing up and we would not consider this bullying behaviour or address it through this policy, unless left unresolved and it develops into something more serious. Young people experiencing fall outs and disagreements will be supported in school to discuss the situation and decide upon an appropriate way to move forward.

There may also be times when some actions may appear to be bullying, but they are in fact a **crime**. Behaviours such as hate crime, sexual harassment/assault, or physical assault are illegal and will be dealt with accordingly.

Developing a Positive Ethos

At Douglas Primary & ELC Primary School we believe that it is vital to create a positive ethos and culture of dignity, excellent behaviour, strong leadership, shared responsibility, inclusion and equality, partnership working and a sense of community. We hope in doing so that we can minimise the occurrence of bullying. We have a variety of strategies to promote establishing a positive ethos:

- Open door policy where parents/carers and pupils can access and approach the SLT with any concerns they may have
- Ensuring that children and young people are aware of their rights and their responsibilities towards others through the use of 'Rights Respecting Schools'
- a comprehensive pre-school programme where positive behaviours can be established
- the encouragement of co-operative play and conflict management from an early stage
- regular whole school assemblies to share success and recognise individual achievement
- Classroom Charter created by the teacher and pupils, which is displayed and referred to in every class
- emphasis on team work through the House System
- a wide range of extra-curricular activities to encourage children to have fun and use their leisure time productively
- playground supervisors who are vigilant for any signs of bullying
- Pupil Leadership Teams to reflect pupil opinion and help shape decision making
- a comprehensive Health and Wellbeing programme which fosters emotional health and helps equip pupils with the skills to avoid and combat bullying.

Handling Bullying Incidents

We recognise that in spite of our best efforts to promote positive behaviour incidents of bullying can still occur. Fundamental to our policy on bullying are the following principles:

- All bullying is unacceptable, regardless of any excuses that are given to justify it.
- Every incident of reported bullying will be investigated fully.
- It is the shared responsibility of every member of staff, parent, carer and pupil to eliminate bullying at Douglas Primary School & ELC

School Staff will:

- Take immediate action.
- Establish the facts of an incident –is it conflict or is it bullying?
- Report all incidents of bullying or suspected bullying to the management team.
- Record and report all cases of racial, disability or gender harassment in line with SLC procedures.

The Management Team will:

- Fully investigate and speak to all concerned.
- Maintain appropriate records using an agreed proforma.
- Involve parents at an early stage.
- Be sensitive to the feelings and fears of the victim.
- Work with all concerned to find solutions, restore self-esteem and prevent further incidents.
- Enlist the help of specialist staff where necessary.
- Monitor pupils involved to ensure that the situation is resolved.
- Take appropriate action in all cases of racial, disability or gender harassment in line with SLC procedures.

We would like parents/carers to:

- Stress the importance of sociable behaviour.
- Discuss resilience and coping strategies with your child.
- Actively support our anti-bullying policy by discussing this with your children.
- Be open- minded and establish the facts of an incident. Is it bullying or 'falling out'? Are there two sides to the story?
- Notify the school as soon as possible about bullying incidents. Don't wait for things to resolve themselves. We are here to help!
- Work in partnership with us to resolve the situation. We want every child at Douglas Primary School & ELC to feel safe and secure.
- Encourage your child to tell someone about bullying incidents. The sooner we know about a problem, the sooner we can sort it out.
- Monitor your child's use of social networking sites and text messaging.

We would like children to:

- Tell a teacher, member of staff, parent/carer or friend if you are being bullied
- Remember that it is not your fault. Bullies act the way they do because they are unhappy or have problems that need to be sorted out.
- If you see someone being bullied, tell an adult as soon as you can.

Recording & Reporting Incidents

All alleged incidents of bullying behaviour are taken seriously in Douglas Primary School & ELC. We deal sensitively with these incidents and offer support to all involved. All instances should be reported immediately to ensure there is effective early intervention, as this often stops a more serious pattern of behaviour from emerging. In the first instance, the Head Teacher or Principal Teacher will follow the procedure as set out below:

- Alleged bullying behaviour is reported by pupil, parent or staff.
- HT/PT investigate sensitively and fairly.
- All parties listened to, and views taken on board.
- Parents informed and views considered.
- All parties informed of how others are feeling.
- Agreed actions put into place by HT/PT and monitored over an agreed period of time – record on SLC Seemis Bullying and Equalities Module
- Actions to be reviewed by HT/PT and all parties involved
- Record to be updated on SLC Seemis Bullying and Equalities Module with 'bullying confirmed' or 'unfounded'.
- If incidents should continue to occur despite intervention, then guidance would be sought from the Senior Manager of Pupil Support within the area.

For any further information please visit South Lanarkshire Council's Treat Me Well Guidance Document and The Scottish Government's Respect for All: national approach to anti-bullying

<https://www.southlanarkshire.gov.uk/downloads/file/18325/treat-me-well-updated-dec-2025>

<https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2024/11/respect-national-approach-anti-bullying/documents/respect-national-approach-anti-bullying-scotlands-children-young-people/respect-national-approach-anti-bullying-scotlands-children-young-people/govscot%3Adocument/respect-national-approach-anti-bullying-scotlands-children-young-people.pdf>