West Lothian Vision

West Lothian Council promotes a culture where bullying behaviour is not acceptable. The Council is committed to establishing a caring, learning community where all members are valued and everyone has a responsibility to promote respect, openness, honesty and understanding.

Anti-Bullying Statement

"At Broxburn Primary and ELC, we are committed to ensuring that every child feels safe, happy, and free to learn and play without fear of bullying. We believe that bullying is unacceptable and will not be tolerated in any form. We expect everyone to report unkind or hurtful actions to a trusted adult. Together, we will work to prevent bullying and respond to all incidents promptly, effectively, and with care, creating a positive and respectful environment for everyone within our school community."

Guidance purpose

This document builds on WLC Promoting Positive Relationships Policy and outlines the steps that will be undertaken in Broxburn Primary School & ELC to provide guidance to staff, parents/carers and children on the prevention and management of bullying behaviour. Our aim is to make Broxburn Primary School & ELC a safe, respectful and nurturing environment where bullying behaviour is never acceptable.

Raising awareness and prevention

Peer Conflict vs Meanness vs Bullying

Helping School Communities, Parents & Staff Identify the Key Differences

Sometimes people think that peer conflict, meanness and bullying are the same thing, but they aren't. Peer conflict is a part of everyday experience, which we navigate the complexities of how we interact. Knowing what to look for and learning strategies to handle bullying are crucial for staff members in order to create a positive school culture. Review the comparison below to understand the key differences:

	Definition:	Behavior:	Example:
Peer Conflict	Peer conflict is an argument or disagreement in where both sides express their opposing views.	Equal power between those involved. Generally feels remorse and will change behavior when they realize it is hurting someone.	Ethan and Amy were playing hide and seek and Ethan finds Amy. She accuses Ethan of cheating with his eyes open and an argument ensues.
Meanness	Meanness can be subjective and can be motivated by angry feelings and/or being socially rude (i.e. bluntness). It is not a frequent occurrence.	Equal power between those involved. A one-off situation where the behavior may have the intent to hurt, but nobody else is pulled into the conflict.	Mary tells Anthony that he can't play four square during recess because he is the worst player in the whole third grade.
Bullying	Bullying has the goal to continuously hurt, harm or humiliate with emotional or physical aggression/threats towards a targeted victim(s).	The person who is bullying misuses their power (i.e. older, stronger, popular, etc) and continues behavior when they realize it is hurting someone.	Dan has joined the Computer Club so John calls him a "geek". John also then convinces the other kids in their group to call him "geek".

Staff and Volunteers

In addition to promoting and modelling respectful relationships and positive behaviour, all adults in Broxburn Primary School & ELC with a responsibility for children will participate in the training and development listed below:
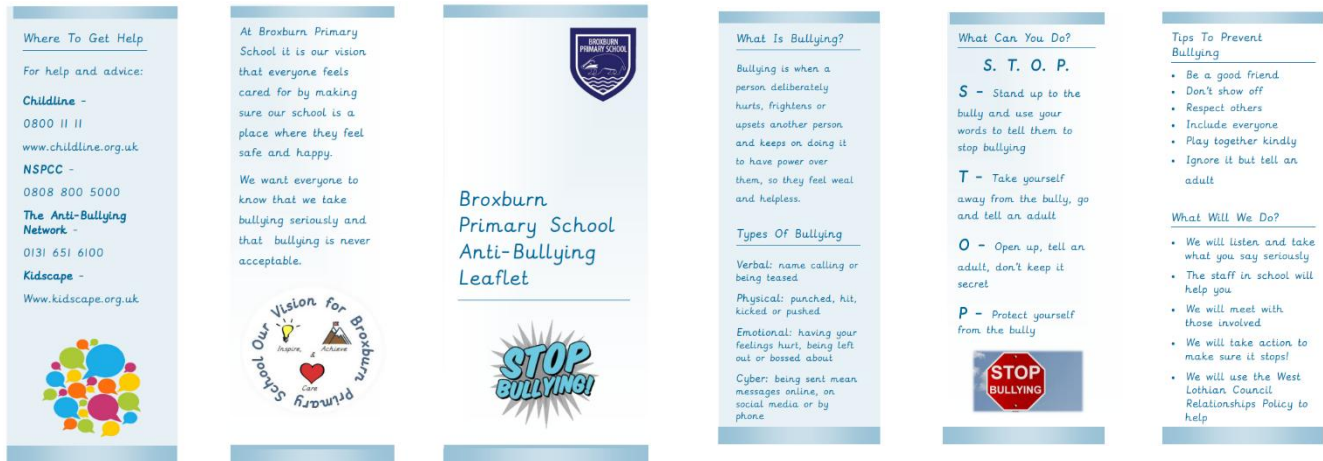
- Whole School Approach to Nurture - Nurturing approaches are very important to us here and we have all explored and implemented nurturing environments. This ensures that children feel safe, valued and secure in school and that their behaviour is understood developmentally and as a form of communication.
- Zones of Regulation - This approach supports young people to regulate their emotions and to have a language to support discussion which is shared.
- Restorative Approaches – Where there is a requirement for children to take part in discussion about their behaviour, restorative conversations and scripting is used.
- Vision and Value - we revisit and evaluate our School Vision and Value to ensure that they are fit for purpose for our school community
- Respect Me – All staff have access to National online guidance

Pupils

At Broxburn Primary & ELC we actively and openly talk about and discuss bullying behaviour. Listed below are the strategies / resources, which will be used to raise the children's awareness and prevent bullying:

- Building Resilience
- Relationships, Sexual Health and Parenthood Education – Children can talk freely and with confidence about respectful relationships.
- Engagement with Vision and Value – Children are aware of and discuss our school vision and value. They can relate it to their learning.
- All classes have a class charter to support their understanding of the school value, which they co-create with peers at the beginning of each school year.
- Above & Beyond Board – Children are recognised for respectful and kind relationships
- House Hearts – These are given to recognise children who are following our school rules: Be Ready, Be Respectful and Be Safe
- Restorative Conversations – When there is a need to, children engage with conversations to restore and repair relationships, rather than only having consequences.
- Zones of Regulation – Children have a common language to discuss their emotions. This is used across classes and in common areas throughout the school, including the playground.

Learners have created an Anti-Bullying leaflet to reinforce our Anti-Bullying Message:

Where To Get Help

For help and advice:

Childline -
0800 11 11
www.childline.org.uk

NSPCC -
0808 800 5000

The Anti-Bullying Network -
0131 651 6100

Kidscape -
Www.kidscape.org.uk

At Broxburn Primary School it is our vision that everyone feels cared for by making sure our school is a place where they feel safe and happy.

We want everyone to know that we take bullying seriously and that bullying is never acceptable.

Our Vision for Broxburn Primary School
Inspire, Achieve, Care

Broxburn Primary School Anti-Bullying Leaflet

STOP BULLYING!

What Is Bullying?

Bullying is when a person deliberately hurts, frightens or upsets another person and keeps on doing it to have power over them, so they feel weak and helpless.

Types Of Bullying

Verbal: name calling or being teased
Physical: punched, hit, kicked or pushed
Emotional: having your feelings hurt, being left out or bossed about
Cyber: being sent mean messages online, on social media or by phone

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What Can You Do?

S. T. O. P.

S - Stand up to the bully and use your words to tell them to stop bullying

T - Take yourself away from the bully, go and tell an adult

O - Open up, tell an adult, don't keep it secret

P - Protect yourself from the bully

STOP BULLYING

Tips To Prevent Bullying

- Be a good friend
- Don't show off
- Respect others
- Include everyone
- Play together kindly
- Ignore it but tell an adult

What Will We Do?

- We will listen and take what you say seriously
- The staff in school will help you
- We will meet with those involved
- We will take action to make sure it stops!
- We will use the West Lothian Council Relationships Policy to help

Recording and monitoring strategies

In Broxburn Primary School & ELC incidents of bullying are recorded and monitored, in accordance with the West Lothian guidance are recorded in the SEEMIS Bullying and Equality Module.

1. Bullying behaviour reported
2. Immediate care and support
3. Investigate and record
4. Agree next steps
5. Monitor
6. Review
7. Resolved

Reporting and feeding back about bullying incidents

In Broxburn Primary School children, staff and parents/carers will be made aware of the confidential and safe ways to report bullying behaviour.

Ways for Pupils to report bullying behaviour:
- Approach any member of staff to discuss
- Submit a worry to the Trusted Adult Box
- Speak to parents or a friend (who can then pass onto a member of staff)

Ways for parents to report bullying behaviour:
- Approach any member of staff to discuss
- Email the school office.
- Phone the school office

Ways for Staff to report bullying behaviour:
- Discussion with Senior Leadership Team (SLT)
- Discussion with another member of staf who will then report to SLT
- Discussion with HR Case management – For staff bullying allegations
- Seemis Bullying & Equalities module – For all incidents of reported bullying
- Sphera, Incident Reports – Physical Behaviour
- Pastoral Notes – A record of discussions/ incidents