



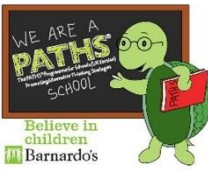





Respect Me Policy

How we achieve this

<p style="text-align: center;">Values</p> <ul style="list-style-type: none"> • We aspire to do our best. • We care for each other. • We make each other happy. • We are achieving. • We respect each other. • We work together as Team Dalmellington. 	<p style="text-align: center;">Vision</p> <p style="text-align: center;">Soaring to Success</p>  <p style="text-align: center;">TOGETHER</p>	<p style="text-align: center;">UNCRC</p> <p>As a silver accredited school and ECC, children's rights are learned, understood and lived in our school and ECC and ECC.</p> 
<p>Complementing our Rights Respecting School and ECC Policy</p> <ul style="list-style-type: none"> • Class Charters • Rights of the Fortnight • UNICEF Resources 	<p style="text-align: center;">Respect Me Education</p>  <p>We participate in whole school and ECC events with a focus on anti-bullying, including anti-bullying week. Lessons take place in class and at assemblies throughout the year.</p>	<p>Complementing our Relationships Policy</p> <ul style="list-style-type: none"> • PATHS • Getting It Right For Every Child • Restorative Approach 
<p style="text-align: center;">Parents and Carers Views</p>  <p>The views of our parents and carers are sought to develop our procedures linked to bullying. The views are shared within this policy.</p>	<p style="text-align: center;">ABCDE of Rights</p> 	<p style="text-align: center;">Pupil Voice</p>  <p>Pupil views are actively sought and used to support school and ECC improvement. Pupils have shared their views on Respect Me in Dalmellington.</p>

Rationale and Definition

National Context

“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. This behaviour happens face to face and online.” (respect *me*, 2015)

The Scottish Government has developed underpinning values of Respect for All documentation as: fairness, respect, equality and inclusion. We are committed to the shared vision across Scotland that children will grow up free from bullying, developing respectful, responsible and confident relationships. We support that all children and their families have the skills and resilience to prevent and respond to bullying, children and families know where to access support and our approach is clear and consistent across our ECC and Primary School and ECC. (Respect for All, Scottish Government, 2017)

“Bullying behaviour may be a result of prejudice that relates to perceived or actual differences. This can lead to prejudice and discriminatory language or behaviour, including racism, sexism, homophobia, biphobia or transphobia.

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.’*

According to research, anti-bullying work which clearly addresses the particular needs of vulnerable or minority groups is more effective. In order to respond effectively to incidents as they arise, we must also address the root cause of prejudice.

To address the years of unfavourable treatment experienced by some groups, 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”

<https://respectme.org.uk/bullying/prejudice-based-bullying>

Local Authority Context

East Ayrshire Council are committed to providing a safe, supportive environment for all people in its educational establishment. EAC's vision is that "every child and young person in East Ayrshire should grow up free from bullying behaviour. It is our aspiration that all those who play a role in the lives of children and young people are enabled to prevent and respond effectively to incidences of bullying behaviour. Getting it right for every child (GIRFEC) in East Ayrshire ensures that the child and their family are at the centre of policy and practice and that the views of the child, young person and their parent/carers are sought, listened to and taken into account when decisions are being made." (EAC Anti-bullying: Respect for All policy, 2021)

Our Context

Dalmellington ECC and Primary School and ECC have core values of aspiration, caring, happiness, achievement, respect and teamwork. We understand that bullying is never acceptable and that children and young people have the right to learn in a safe, secure environment.

Dalmellington ECC and Primary School and ECC have developed policy and procedures in consultation with staff, families and pupils. All stakeholders consulted agree with the definition of bullying as outlined within the National Context. Our Respect Me links directly to approaches embedded across our establishment and includes Rights Respecting School, Restorative conversations, Communication Friendly approaches and Nurture.

Our Respect Me Policy also forms part of our Relationships Policy and Rights Respecting School and ECC Policy, where there are natural links between our approaches.

Consultation

Children's views on anti-bullying and respect me have been considered throughout the development of our policy. Pupils were asked to agree or disagree with a set of statements. The majority of pupils agreed with the following statements:

- Bullying makes people feel sad, scared and if they don't have power or control.
- Sometimes people who are bullying need help too.
- Adults should take bullying seriously.
- Adults should try and give you choices about what to do if you are being bullied.

Parents and carers have shared their definition of bullying and demonstrate awareness that bullying can happen face to face and online, and the impact this can have on our young people. Parents and carers would like our procedures to highlight the importance of building positive relationships, where everyone is listened to and where education around bullying is key.

Preventing Bullying

A shared consensus of preventing bullying at Dalmellington ECC and Primary School and ECC is to educate the community around respect, relationships and celebrating diversity alongside protected characteristics. Awareness raising of acceptable behaviour and steps for all to follow to share concerns and in taking action. Bullying behaviour is a breach of children's rights. Learning about the impact of bullying and rights of the child are essential in preventing bullying. Responsibilities for all, is outlined below.

Pupils: Pupils will be encouraged to

- Follow and demonstrate our values across the school and ECC.
- Contribute to the development of class and playground charters through class lessons, playroom experiences and Circle Assemblies.
- Follow and demonstrate behaviours agreed within school and ECC charters.
- Encourage their peers to follow the agreed charters around the school and ECC.
- Discuss any concerns they have regarding behaviours with a member of staff or their family.
- Participate in Restorative conversations as appropriate.

Parents: Parents will be encouraged to

- Be aware of school and ECC policy and procedures relating to bullying.
- Support the school and ECC with the approach to positive relationships.
- Listen and take children and young people seriously.
- Calmly communicate with school and ECC with any concerns.
- Support the school and ECC in resolving concerns.
- Allow the school and ECC to investigate concerns.

All Staff: We will

- Be aware of school and ECC policy and procedures relating to bullying.
- Model our school and ECC vision and values.
- Listen sensitively to concerns regarding behaviour pupils have.
- Support the children in dealing with their concerns.
- Observe, support and monitor the situation on a daily basis.
- Update pastoral notes on Seemis as required.
- Communicate with each other to support all children.
- Share disclosures and concerns with SLT.
- Be aware of training on offer from Respect Me.

Senior Leadership Team: We will

- Model our school and ECC vision and values.
- Listen sensitively to concerns regarding behaviour pupils have.
- Listen to concerns raised by children and staff.
- Support children in dealing with their concerns.
- Observe, support and monitor the situation.
- Investigate incidences.
- Record as a Bullying Incident on Seemis, if founded following investigation.
- Liaise with parents/carers as required.
- Liaise with outside agencies if appropriate e.g. Campus Police Officer.
- Support and implement our 'Relationships Policy and Rights Respecting School Policy' which work alongside this policy.
- Support and implement our Respect Me Policy.

- Ensure all staff are supported in dealing with bullying incidences, ensuring Respect me training is readily available to all staff.

Resources & Useful Web Links

- This website provides information for children, staff and families, along with appropriate training for all staff. <https://respectme.org.uk/>
- Respect for All: A national approach to anti-bullying
<https://www.gov.scot/publications/respect-national-approach-anti-bullying-scotlands-children-young-people/>
- Anti-bullying: Respect for All Policy, East Ayrshire Council, 2021
- East Ayrshire Relationships Framework
- Respectful Relationships Policy
- Rights Respecting School Policy