



Respect for All and Anti-bullying Policy

Rashielea Primary School

January 2019

Rationale

At Rashielea Primary our aim is to Get It right for Every Child by providing a positive and inclusive environment where everyone feels valued and is treated with equity. This policy describes a framework which will ensure that we build and develop positive relationships for all within Rashielea.

This policy is based on the five core school values of:

Respect, Honesty, Ambition, Responsibility and Kindness.

In line with Renfrewshire Council's Anti-bullying Policy we are committed to providing a safe, supportive environment where bullying cannot thrive, we support their aim to promote a culture of positive behaviour and respectful relationships in our school.

Renfrewshire Council Policy can be found here and should be read in conjunction with this policy-

http://www.renfrewshire.gov.uk/media/2043/Anti-Bullying-Policy/pdf/Anti_Bullying_Policy2.pdf?m=1535032176043

Anyone requesting to see the school's policy should be offered both the Renfrewshire Council Policy and Rashielea Primary School's Policy.

What is bullying?

We recognise that bullying has a different kind of impact from other behaviour, it affects how children see themselves and the choices they can make. Children who are bullied feel unsafe and other people affect the things they feel they can do. In Rashielea Primary we define bullying as

*both behaviour **and** impact; the impact on the person's ability to feel in control of themselves. Bullying takes place in the context of relationships; it is unkind behaviour that can make people feel hurt or uncomfortable, threatened, frightened and left out.*

Pupils at Rashielea have explored this definition and agree that it is what we should use. Our parents and carers who attended consultation sessions were happy for this definition to be used and that approach that it leads to.

Bullying can harm people physically or emotionally, and although the actual behaviour may not be repeated, the threat may be sustained over time, typically by actions, looks, messages, confrontations, physical interventions, or the fear of these. This behaviour can be face to face or online.

This behaviour can include:

- being called names, teased, put down or threatened face to face;
- being hit, tripped, pushed or kicked;
- having belongings taken or damaged;
- being ignored, left out or having rumours spread about you;
- sending abusive messages, pictures or images on social media, online gaming platforms or by phone;
- behaviour which makes people feel that they are not in control of themselves or their lives;
- being targeted because of who you are or who you are perceived to be.

This behaviour can reflect prejudice and we will always address prejudice-based language and behaviour in line with the expectations set out in Renfrewshire Council's Anti-Bullying Policy.

Children's Rights

Rashielea school community is committed to promoting and role-modelling positive relationships and positive behaviour. This includes challenging prejudice-based language and behaviour, and role-modelling appropriate responses and support. All children have the right to be safe. Children's rights sit within the document called the United Nations Convention on the Rights of the Child(UNCRC). THE UNCRC has 54 articles that cover all aspects of a child's life and sets out rights that all children everywhere are entitled to. This includes the right to be safe, the right to an education and to have their views taken into account.

Every child has rights, whatever their ethnicity, gender, religion, language, abilities or any other status. We will ensure that our anti-bullying work at Rashielea is informed by the UNCRC and that our staff and pupils are aware of Children's Rights.

Creating an environment where bullying cannot thrive

In Rashielea Primary we ensure that all our children are safe, happy, achieving, nurtured, responsible, respected, included and empowered to make a positive contribution to school life. Therefore, in addition to teaching the basic skills, we are also concerned with teaching how to work and play alongside each other and how to behave towards one another. Children need to be aware of moral issues such as right and wrong, fairness, tolerance and respect.

At Rashielea Primary School our vision is ***Learning for today, inspiring for tomorrow*** supported by our golden rule:

Treat others as you wish to be treated

This is at the core of our whole school approach to health and wellbeing. It is a consistent message heard throughout the school which is referred to regularly by all children and staff and one which the children have clearly stated they value and wish to see everyone adhering to. Our golden rule is promoted through our shared school values of:

Honesty, Responsibility, Respect, Ambition, Kindness

These values were chosen by the children, parents, staff and partners and are displayed throughout the school and are referred to daily by both children and staff. These values are celebrated at a weekly values assembly and underpin our approach to anti bullying. We understand that bullying is never acceptable and that children and young people have the right to learn in a safe, secure environment. Our school policy reflects the guidance contained within Renfrewshire Council's anti bullying policy and the guidance within Respect for All: The national approach to anti-bullying for Scotland's children and young People.

When our parents and carers were asked to choose three words to describe Rashielea Primary, the most popular were:

Caring, Friendly, Supportive, Fun, Inclusive, Safe and Happy

School Code of Conduct

At the beginning of the school year the Rights and Responsibilities will be reinforced and agreed by all children, staff and parents. This will be supported by Class Charters/Agreements, based on our golden rule and five core values and displayed prominently for all to see throughout each class base. All staff will consistently demonstrate respect and positive regard, have high expectations, set clear boundaries and praise learners providing appropriate feedback.

Rashielea Primary has a consistent approach to anti-bullying based on the development of positive, respectful relationships and a range of preventative strategies which include:

- School ethos and values actively promoted
- Awareness raising and themed assemblies
- PATHS programme
- Renfrewshire's Nurturing Relationships Approach
- Health and Wellbeing programme
- Buddy systems
- Focus week
- Pupil led programmes and activities eg awareness raising posters, 'what to do' visuals etc
- Mediation
- Consulted parents, carers and pupils on this new policy
- A commitment to address and challenge all aspects of prejudice and discrimination to ensure that all types of prejudice based bullying are managed equally (including bullying based on the protected characteristics as outlined in the Equality Act 2010)

Responding to bullying

In Rashielea we will provide support for children affected by bullying behaviour and those who exhibit bullying behaviour, both immediately following the incident and over a period of time. This support may include peer, staff, parental and partner agency support or a combination of these to ensure there is little or no long-term effect on those involved. The majority of our parents are confident that we deal with bullying effectively and that continuing to work together in partnership is central to our success.

We encourage parents/carers to report any concerns or issues by contacting a member of staff via note in homework diary, phone call, letter, email or meeting either formal or informal.

Children are encouraged to report any concerns or issues to a member of staff verbally or in writing (Worry Box), through a buddy/friend or their parent/carer.

Children will also be signposted to Childline (0800 1111) as they may value the chance to speak to someone who does not know them as a way of coping.

When investigating and responding to concerns about bullying we will always look at both behaviour and impact. Staff will ask themselves the following questions:

- What was the behaviour?
- What impact did it have?
- What does this child want me to do?
- What do I need to do about it?
- Is there any evidence of prejudice behaviour or attitudes?

We will always ask children who are being bullied what they would like us to do and ensure they can influence the direction we take to support them and their families. Pupils value choice when responding to bullying. It is our role as adults to explore their options and choices and find a solution that works for them.

We know that sometimes hurtful behaviour or words can have no impact however, at Rashielea Primary, unkind behaviour, harmful or prejudice based language will always be challenged no matter what the impact is.

Our approach at Rashielea Primary is to explore behaviour and impact, and to respond appropriately to both. Our pupils are supported to develop respectful, responsible and confident relationships with other young people and adults.

What can pupils expect at Rashielea Primary School?

Pupils can expect –

- To be treated fairly
- To be safe and to be themselves
- To be listened to and involved and asked what is happening to them
- That bullying will never be ignored or rewarded
- To be supported and helped when bullied, we will always address the impact of bullying and support children and their families to feel safe and that children who are bullied are helped to feel like themselves again
- We will monitor this in an ongoing basis and recognise the impact of bullying can continue after incidents have been resolved

Children who have bullied others can expect –

- that there are consequences for bullying other pupils. These will vary in severity depending on each situation and how well they respond to initial strategies
- that as a nurturing school, we understand that all behaviour is communication.
- To be helped by providing clear expectations about behaviour as well as ways to respond, including help to repair relationships and make amends
- We will work in partnership with their parent/carer to provide appropriate support
- To be treated fairly and consistently
- Not to be labelled but rather focus on behaviour and helping them change that
- To possibly have time in the playground reduced and increased supervision

Pupils feedback

Our pupils told us that they understood and valued the Golden Rule. They enjoy PATHS and they said the school is good at helping them sort things out and talk to them when they are worried. Pupils want everyone to follow the Golden Rule and make sure everyone follows it. Some did say they would like the

school to deal with bullying better but most reflected a positive view of the school. The children know that bullying is wrong and that it makes them worry and feel sad, many expressing a desire for it simply to 'stop'.

Pupils told us they would like more staff in the playground and they would like to see more effective 'punishments' that change behaviour rather than just be 'kept in' at break. A lot of children would like a box to put 'worries in' and some wanted to tell those being bullied to 'believe in themselves' or 'to stand up' and try and 'be the best you can be'. They also reflected on the 'Chill Out' room being useful if you are angry or upset.

As a result of this feedback we will:

- Explore different ways to support children in the playground
- Develop ways for children to share concerns
- Focus on stopping negative behaviours as quickly as possible
- Develop use of VIP room as a quiet space during breaks

What can our parents and carers expect?

As part of our policy development process we spoke to parents and carers who told us that a partnership approach with the school is essential for success and we will always seek to work with parents and carers to support children who are bullied and to support children who bully others.

The majority of our parents and carers indicated that they are confident the school will deal with bullying effectively.

Parents will be informed when there are concerns about bullying. The school will investigate these first and make a judgement on the severity of the behaviour and the impact before contacting parents or carers.

Our pupils were asked what advice and guidance we should give to parents and carers on responding to bullying. The pupils told us that this was an emotional issue and it can make parents and carers upset and angry. They stated consistently across the school that they would like parents not to over react but to remain calm and listen and then contact the school.

As a result of the consultation parents and carers can expect –

- Open and ongoing partnership with the school
- To be included and informed when there are concerns about bullying
- All adults to be mindful of how their response can help a child feel listened to, included and safe
- Guidance and support on dealing with bullying both if your child is being bullied or is bullying others

Bullying behaviour can also happen online. We strongly encourage parents and carers to monitor their child's use of technology and ask them to challenge negative usage as well as support their child if they are receiving bullying messages by ensuring social media accounts are private and have appropriate age restrictions in place.

Monitoring and Recording bullying

In line with Renfrewshire council guidelines, all incidents assessed as bullying will be recorded in the Bullying & Equalities module within SEEMiS Click & Go. Not all disagreements between children are necessarily bullying and it is recommended staff should consider behaviour and impact before deciding if it is bullying and whether it should be recorded.

The purpose of recording is for schools to learn about what kind of bullying is happening in their establishment and to identify if there are any trends or issues which require addressing. To this end recording is an improvement tool.

When recording bullying incidents, the following information must be included:

- The children involved as well as other adults
- The type of bullying experienced – name calling, threats etc
- Any underlying prejudice including details of protected characteristics

- The impact of the bullying incident, including consideration of personal or additional support needs and wellbeing concerns and
- Actions taken including resolution at an individual or organisational level.

This policy was developed in line with the revised guidance published by the Scottish Government in November 2017.

This policy will be revisited with pupils and staff on an annual basis at the start of each school year and will be reviewed every 3 years. (January 2022)