QUARTER PRIMARY SCHOOL

RESPECT POLICY

AUGUST 2022

Safe Kind Hardworking Fun Inclusive
Session 22-23

A clear and agreed working definition of bullying in line with the national approach is as follows:

"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)

Through the promotion of our school values in Quarter Primary School and Nursery Class we aim to:

- Create an atmosphere of mutual respect, trust and make every effort to ensure that pupils are free to learn without the fear of bullying. It is every child's right not to be bullied.
- Ensure there is a common understanding of what bullying is and where it takes place.
- Develop and maintain a positive school ethos, building partnerships with parents, carers, pupils and staff through positive behaviour strategies and promoting respect.
- Equip pupils with skills to tackle the behaviour and impact associated with bullying behaviours in school and in the world outside.
- Provide a nurturing, safe environment to support pupils who have been affected by and those who display bullying behaviours.

School Approach

South Lanarkshire Council is committed to providing a safe, supportive environment for all people in its educational establishments. Here at Quarter Primary School, our values are Safe, Kind, Hardworking, Fun and Inclusive. We understand that bullying is never acceptable and that children and young people have the right to learn in a safe, secure environment.

SLC guidance explains, "A consistent approach within a school to addressing bullying behaviour is essential if a positive outcome is to be reached."

(Treat Me Well, 2018)

This policy will outline the responsibilities of all to ensure a consistent approach towards behaviour of bullying nature. We are committed to challenging all types of prejudice-based bullying and language. 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 and Belief
- Sexual orientation

Bullying Behaviours

Bullying behaviour can include:

Face-to-face

- Being hit, tripped, pushed or kicked.
- Having belongings taken or damaged.

Face-to-face or online

- Being ignored, left out or having rumours spread about you.
- Sending abusive messages, pictures or images on social media, online gaming platforms or phone.
- Behaviour that makes people feel not in control of themselves or their lives.
- Being targeted for being who you are or are perceived to be.
- Prejudiced based bullying based on an individual's actual or perceived identity.

Responsibilities and Expectations for All

All Staff

- Promote a nurturing, safe environment where praise and encouragement enable positive behaviour and a culture of respect.

Staff wanted to promote a culture of respect by promoting the importance of using kind language and tone of voice, body language and personal space and acceptance of differences within the school.

- Ensure pupils and parents feel listened to, valued and understood.
- Encourage resilience and self-esteem in pupils through providing appropriate care and coping strategies.
- Take responsibility for reporting any concerns of bullying behaviour to SMT.
- Aim to support pupil's experiencing and displaying bullying behaviour appropriately.
- Use restorative practice to rebuild relationships.
- May liaise with parents/carers where appropriate when any form of bullying occurs.

Pupils

- Treat others with respect.
- Be kind, include others and celebrate differences rather than targeting those who are different.
- Be aware of the impact your words and actions could have on others.
- Use strategies to develop self-awareness and resilience.
- Know where to seek help and how to report behaviour of concern.
- Use social media in a safe and responsible way and report any content that is nasty or abusive to a trusted adult and block users if necessary.

Parents/Carers

- Report any bullying incidents to the school either by phone or in person.
- Address your child's behaviour if it is affecting others negatively.
- Monitor their child's use of electronic devices and social media ensuring parental controls and private settings are in place.
- In the first instance, report abuse to websites, delete nasty or offensive messages and block users.
- Use the 'Bullying: A Guide for Parents/Carers' from Respect Me or visit www.enquire.org.uk/
- Be aware that there may be incidents that you may have to report to the police.

SMT

- Promote restorative practice – hear both sides, ensure safe space to share, value each voice on both sides.
- Monitor the recording of incidents – SEEMIS reporting.
- Liaise with parents, carers and local authority where appropriate.
- Prevent, report, respond – promote policy responsibilities for all.
- Feedback to staff, pupils and parents about reported incidents when appropriate.
- Check-in with involved parties regularly and provide ongoing support/interventions when necessary.
- Report racial incidents and those involved with protected characteristics following SLC reporting for Dealing with Racial Harassment and record this in SEEMIS Racist incidents.
- Lead the creation, development and maintenance of a climate of positive behaviour, inclusion, equality, shared responsibility and a sense of community in line with SLC 'Promoting Positive Relationships' and 'Behaviour' guidelines.

Responding to Bullying

Each bullying incident should be reviewed individually and a number of different practices may be adopted before finding one that is effective.

National guidelines indicate that when responding to incidents or accusations of bullying the approach should be to ask:
- What was the behaviour?
- What impact did it have?
- What does the child or young person want to happen?
- What do I need to do about it?
- What attitudes, prejudices or other factors have influenced the behaviour?

Children and young people who are exhibiting bullying behaviour will need help and support to:
- Identify the feelings that cause them to act this way.
- Develop alternative ways of responding to these feelings.
- Understand the impact of their behaviour on other people.
- Repair relationships.

(Respect for All, 2017)

Strategies for Preventing and Responding to Bullying in Quarter PS

- Model positive relationships and positive behaviour and continue a culture of praise within the school.
- Respect Me teaching and learning resources.
- Posters and visual reminders about being respectful and kind towards others.
- Promoting a positive mind-set through class lessons and whole school assemblies.
- Positive relationships with pupils – monitoring changes in behaviours.
- Pupil support groups i.e. Give Us a Break/ Nurture etc…
- Promote Restorative practice.
- Promote school vision, values and aims.
- Promotion of policy on school website and social media page.

- Discussions at parent's evenings, individual meetings and parental engagement events.
- Ongoing staff training and professional learning.
- Comply with national and local authority guidance on recording and monitoring incidents.

Reporting Bullying

Establishments undertake to develop, implement and maintain procedures, which are suitable to their needs and circumstances, for the monitoring, recording and reporting of bullying incidents.

In the case of a bullying incident, all appropriate staff should be aware of the revised procedures for monitoring, recording and evaluating through the SEEMIS Bullying and Equalities Module.

Senior Management should take appropriate action in cases of bullying incidents and maintain appropriate records through SEEMIS Bullying and Equalities Module and pastoral notes.

(Treat Me Well, 2018)

References

Scottish Government (2017) *'Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People',* Edinburgh

Respect Me: Scotland's Anti-Bullying Service (2019) Available at: www.respectme.org.uk

South Lanarkshire Council (2018), *Treat Me Well: Anti-Bullying Behaviour Guidelines,* Hamilton, Available at: https://www.southlanarkshire.gov.uk/downloads/file/341/treat_me_well_anti-bullying_guidelines.