

Wiston Primary School

Respectful Behaviour

Policy



Rationale

The ability to learn in a safe, positive environment is essential in our ever-changing world of education, work and leisure. Schools have a key role to play in working with pupils and parents to ensure that every child can make the most of the opportunities that education offers. Promoting positive behaviour and a strong anti-bullying ethos is a key focus in helping every pupil enjoy their school years. South Lanarkshire Council is committed to providing a safe, supportive environment for all people in its establishments and our policy is consistent with education resources guidelines "Treat Me Well."

Here at Wiston Primary, our values are enjoyment, respect, achievement and responsibility. We understand that bullying is never acceptable and that children and young people have the right to learn in a safe, secure environment.

United Nations Convention on the Rights of the Child

South Lanarkshire Child Protection Committees support the principles set out under the UN Convention on the Rights of the Child ratified by the Scottish Government in 1991. The convention is not a law but a code that recognises that children and young people in Scotland have rights. There are 54 articles in the Convention covering rights such as the right to express and have their views taken into account on all matters that affect them; the right to play, rest and leisure and the right to be free from all forms of violence. The provisions of the European Convention on Human Rights are legally binding to all public bodies.

We firmly believe in this vision and work together as a school to implement a range of strategies and initiatives to ensure that we protect the rights of all children in our care. As this policy relates to Anti-Bullying Procedures, we are specifically identifying the following rights:

Article 1: Everyone under 18 years of age has all the right in this convention. Every child has these rights.

Article 16: Every child has the right to privacy. We will protect children from attacks from others.

Article 19: Every child has the right to be looked after and kept safe.

Article 39: If a child has been hurt or badly treated they have a right to special support to help them recover. First aiders will help them and we will ask for outside help from other agencies or professionals if needed.

Developing a positive Ethos

At Wiston we believe that by working with pupils, parents and staff to build a strong school community with shared values we can minimise the occurrence of bullying. We have a variety of strategies to promote positive behaviour:

- The encouragement of co-operative play from an early stage.
- Regular whole school assemblies to celebrate success and recognise individual achievement.

- Classroom charter created by the teacher and pupils.
- A range of after school and lunchtime clubs to encourage the children to have fun and use their leisure time productively.
- Playground supervisors are vigilant for any signs of bullying

What is Bullying?

The Protected Characteristics Equality Act 2010 states that bullying related to the following characteristics is unacceptable, these include age, disability, gender reassignment, race, religion or belief, gender, sexual orientation.

In Scotland, bullying is defined as:

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. (Respectme 2015)

To tackle bullying we need a clear definition of bullying. The definition used for purposes of this policy is:

Persistent, intentional behaviour which causes stress to a person emotionally, physically or mentally, where a person is made to feel insecure, threatened or inadequate.

Bullying occurs in many contexts. It can be:

- Physical, mental or verbal abuse
- Carried out by a single individual or group
- Premeditated and carried out openly or covertly.

Examples include:

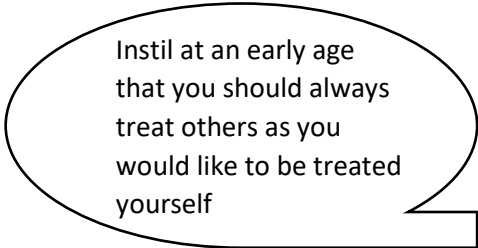
- Name calling
- Facial expressions, words or actions which intimidate, harass, isolate, threaten, lower self-esteem or lead to feelings of insecurity.
- Continuing teasing to hurt feelings
- Exclusion from a group
- Taking friends or possessions away
- Controlling action or decisions
- Inappropriate use of mobile phones, social networking sites and instant messaging.

Consultation

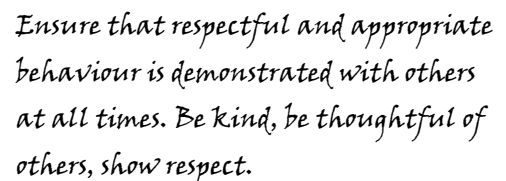
This policy has been created in partnership with all members of staff, parents and children. Parents, staff and children have been part of a focus group to discuss anti-bullying and have been consulted throughout the process.

Parents, carers and pupils have highlighted the importance of partnership working and supporting both the young person displaying bullying behaviour and the person experiencing bullying.

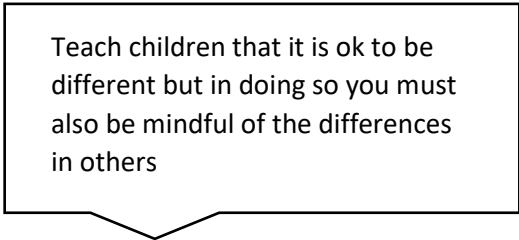
Comments from the parents include:



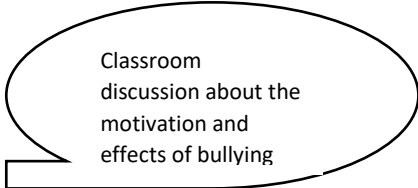
Instil at an early age that you should always treat others as you would like to be treated yourself



Ensure that respectful and appropriate behaviour is demonstrated with others at all times. Be kind, be thoughtful of others, show respect.



Teach children that it is ok to be different but in doing so you must also be mindful of the differences in others



Classroom discussion about the motivation and effects of bullying

Roles and Responsibilities

School staff will:

- Take immediate action.
- Establish the facts of an incident – is it bullying?
- Report all incidents of bullying or suspected bullying to the head teacher and if necessary complete an incident log. See appendix 1
- Record and report all cases of racial, disability or gender harassment on an incident log. See appendix 1

The Head Teacher will:

- Fully investigate and speak to all concerned.
- Maintain appropriate records using the 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.
- Track and monitor pupils involved to ensure the situation is resolved.
- Take appropriate action in all cases of racial, disability or gender harassment in line with SLC procedures, recording it on SEEMIS

We would like parents to:

- Stress the importance of sociable behaviour.
- 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. Do not 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 Wiston 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, parent 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 they need to be sorted out,
- If you see someone being bullied tell an adult as soon as you can,
- Remember that bullying can be fixed. If everyone works together it will stop.

Our Strategies

As a school our strategies to prevent and respond to bullying are to:

- Teach our pupils the difference between bullying and other types of unacceptable behaviour
- Seek the co-operation of parents and carers to inform us at an early stage
- Encourage our pupils to support someone who is being treated unkindly rather than be bystanders.
- Instruct our pupils to report any incident of unkind behaviour, to any member of staff
- Supervise our playground
- Discuss bullying as part of the curriculum at appropriate stages
- Work in partnership with parents informing them if their child is involved in any bullying incident either as the young person displaying the bullying behaviour or the young person experiencing the bullying behaviour.
- Monitor all incidents of bullying to prevent recurrence
- Be on look-out for any potential problems
- Display posters throughout the school
- Whole school assemblies focussing on respect, tolerance and inclusion.

- Staff training
- Website links

Recording, monitoring and evaluating

- SEEMIS will be used to log and record incidents of bullying/behaviours.
- Incidents involving pupils will be recorded in the well-being folder
- All staff are responsible for recording incidents and completing the log book
- Records should be completed by the person who witnessed the incident and dealt with it (that may be more than one person recording information)
- HT will record incidents on SEEMIS as appropriate
- The well-being folder allows staff to track/monitor behaviours/incidents over a period and see patterns where appropriate
- Review dates are arranged to follow up with both the young person displaying the bullying behaviour and the young person experiencing the bullying behaviour.
- Where necessary other professionals are involved and their input monitored and reviewed.

Review date: August 2022

References

https://www.southlanarkshire.gov.uk/downloads/file/341/treat_me_well_antibullying_guidelines

<https://respectme.org.uk/>

<https://www.gov.scot/policies/girfec/>

<https://www.savethechildren.org.uk/what-we-do/childrens-rights/united-nations-convention-of-the-rights-of-the-child>

www.childline.org.uk

www.nspcc.org.uk