



Beancross Primary School

Respect Policy

Policy Statement

Falkirk Council is committed to providing a safe, supportive environment for all people in its educational establishments.

Here at Beancross Primary School, our values are ambition, motivation, nurture and respect. We understand that bullying is never acceptable and that children and young people have the right to learn in a safe, secure environment.

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)

Children have the right to be protected from all forms of violence, physical or mental. They must be kept safe from harm and must be given proper care by those looking after them. At Beancross Primary School, we are committed to this ethos and seek to ensure as far as reasonably possible, the prevention of all forms of bullying behaviour within our school.

What does bullying behaviour look and feel like?

Bullying behaviour is being hurtful to others, either physically, verbally or indirectly (such as ignoring them). Bullying behaviour is not fixed in one place, nor is it gender specific, or confined to a particular age group. A child or young person can be intimidated or threatened to keep quiet about what is happening and bullying behaviour works through fear and manipulation. It is important that all parents/carers and staff look out for signs of bullying behaviour. Children and young people who are being bullied should be encouraged to report these incidents. Parents/carers should work with the school to address any incidents if they occur.

Sending abusive or bullying text messages or e-mails are newer methods of bullying behaviour, referred to as 'cyber bullying', but these replace or add to older forms of bullying behaviour such as note-passing, graffiti, abusive phone calls, name calling, physical violence, ignoring, stealing or damaging belongings, and demanding money or possessions. The outcomes of bullying behaviour can manifest themselves in a range of social and emotional consequences whether intentional or unintentional.

What forms can bullying behaviour take?

There isn't any one single type of behaviour that defines bullying and it can come in many different forms. It is important to note that children as they grow and develop will have disagreements with their peers. These disagreements are generally quickly resolved and are not necessarily a sign of 'bullying behaviour'.

At Beancross Primary School, we would consider repeated incidents of the following behaviours to be classed as 'bullying':

- Being called names, teased, put down or threatened
- Being hit, tripped or kicked
- Having belongings stolen or damaged
- Being ignored, left out or having rumours spread about them
- Receiving abusive text messages or emails
- Negative posts via social networking sites
- Being targeted for who you are or who you are perceived to be

Prejudiced based bullying

Under the Equality Act 2010, Beancross Primary School has an important responsibility to ensure that no one; pupils, staff, parents or visitors; is discriminated against or harassed for any of the following reasons:

- Age*
- Disability
- Gender reassignment
- Marital status (including civil partnerships)*
- Pregnancy or maternity
- Race
- Religion or Belief (including lack of belief)
- Gender
- Sexual orientation

*NB: These do not necessarily apply to school pupils, but do apply to parents, visitors and staff.

We also have a duty to promote equality in all of these areas. Monitoring the extent of prejudice based bullying will help us fulfil this duty, as well as providing us with information to help address it.

Cyber Bullying

Cyberbullying is the term used to define bullying behaviour that takes place via digital / electronic sources, e.g. mobile phones or over the internet, through e-mails, instant messaging and social networking sites. Text, messages or images are sent or posted on websites, which can hurt, intimidate or embarrass another person. Cyberbullying is not carried out face to face and people often don't know the identity of the person targeting them. It can often take place in an environment where there is little or no adult supervision. Cyberbullying is similar to other forms of bullying behaviour and the impact can be just as devastating. Beancross Primary School will respond to cyberbullying in the same way as they would to more traditional forms of bullying behaviour.

Behaviours and Impact

Beancross Primary School acknowledges that bullying behaviour can cause a great deal of distress and have an adverse effect on an individual's general health and well being, on wider peer groups and can cause personal upset. Bullying behaviour can also make it difficult to engage with education which means that learning may also be affected and this can potentially extend through to adult life.

Bullying behaviour is a problem which is faced by all schools, educational establishments and organisations.

Expectations

At Beancross Primary School we expect all of our pupils, staff, parents and visitors to respect each other at all times.

Welcome to Beancross Primary School



Our Expectation This is how we do it here.

- Everyone is kind, polite, helpful and aware of others' feelings.
- Everyone listens carefully to others without interrupting them.
- We all look after our own and other people's property.
- We always try our best, work hard and learn from our mistakes.
- We always treat other people the way we would like to be treated ourselves.
- We always tell the truth.

Ambition – Motivation – Nurture - Respect

Ambition – Motivation – Nurture - Respect

Prevention of bullying

Beancross Primary School aims to promote a culture where bullying behaviours are never unacceptable.

To achieve this aim we will:-

- Plan pro-active strategies such as anti-bullying weeks, Respect Assemblies, Celebrations of achievements, display posters, participate in role play drama activities and promote positive relationships through the experiences and outcomes within Health and Wellbeing.
- Role model positive behaviours and attitudes for our pupils to learn from
- Train members of staff to ensure that our responses are fair and suited to the individual needs of the pupils involved.
- Communicate with parents and other partners to promote positive relationships.
- Employ a range of strategies to overcome instances of bullying behaviours. These may include restorative behaviour approaches, social circles, role plays or other learning opportunities as appropriate.

Action

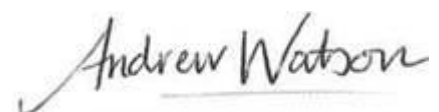
Bullying behaviours occur for all different kinds of reasons and no one sanction or response can be applied unilaterally to all instances of bullying behaviour. The school leadership team and staff will respond in line with the guidelines issued by Respect Me Scotland.

When a child makes an accusation of bullying behaviour, they will be listened to in full by the member of staff that it is reported to. No judgements will be made and the accusation will not be dismissed. The member of staff will look to establish what the impact of this behaviour has been for that child and will then ask the child how they would like the member of staff to proceed / assist them / resolve the issue. It is important to note that staff will treat all parties fairly and aim to establish facts.

In most cases, an intervention by a member of staff will be enough for the bullying behaviours to cease. However, in some circumstances this may not be enough and in these cases, the school leadership team may choose to contact a parent and/or impose a sanction.

The response from the school team will be dependent on the specific needs and in the interests of the children involved. No two situations will be compared and no single course of action for all instances will be pursued.

If a parent/carer suspects or is informed of bullying behaviour, they should report the incident by emailing the **school office** as the first point of contact. A member of our team will meet to discuss this.



Headteacher