

# MIDDLETHORPE PRIMARY SCHOOL

*'Inspiring a love of learning'*

## Positive Relations Policy

2016-2017



At Middlethorpe Primary Academy we promote the safety and well-being of all members of the school community by fostering a culture of respect and responsibility towards each other in order for all to achieve their full potential.

- Bullying behaviour is always unacceptable in any form
- Middlethorpe Primary Academy will always respond to concerns and take the appropriate action
- At Middlethorpe Primary Academy we consider that it is a shared responsibility to prevent and deal with concerns

### **Aims**

At Middlethorpe Primary Academy we will:

- Promote a secure and happy environment by caring for others and respecting their views.
- Develop an understanding of how relationships develop and can be managed.
- Lead by direct example. Staff will model co-operative working and treat each other and the pupils with respect
- Safeguard and promote well being of pupils (Education Act 2002)

### **School Responsibilities**

With regard to bullying the school has responsibilities as noted in

- Education Act 2002 – the school has a duty to safeguard and promote the wellbeing of pupils.
- Every Child Matters
- Education and Inspections Act 2006

*“ — headteachers must determine measures on the behaviour and discipline that form the school’s behaviour policy — ”*

*“ — encouraging good behaviour and respect for others on part of pupils and, in particular, preventing all forms of bullying among pupils ”.*

*“ — empowers headteachers, to such extent as is reasonable, to regulate the behaviour of pupils when they are off school site —: empowers members of staff to impose disciplinary penalties for inappropriate behaviour ”.*

### **Related School Policies**

This policy is in conjunction with the following policies:

- Behaviour
- Esafety
- Equalities and Diversity
- Child Protection/ Safeguarding
- Curriculum
- Pastoral Care
- School Travel Plan
- Facebook Policy

### **Definition of Bullying**

*“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”*

DCSF "Safe to Learn: Embedding anti-bullying work in schools" (2007)

*The manner in which a person or a group deliberately targets another by gesture, innuendo, physical or emotional aggravation and applying unnecessary stress – lowering the esteem of the victim.*

*'Bullying is the behaviour arising from the deliberate intent to cause physical or psychological distress to others or to extort something from them'*

Bullying relationships can be:

- Pupil on pupil
- Pupil on staff
- Staff/adult on pupil
- Adult on adult

Bullying incidents can be:

- Deliberately hurtful (including aggression)
- Repeated over a period of time
- Difficult for victims to defend themselves against

### **Types of bullying**

Bullying can take a number of forms:

Direct

- Physical
- Non verbal
- Verbal

Indirect

- Cyber bullying / ebullying  
( See appendix for further details)

### **Who bullies and who can be bullied ?**

**One person or a group may start to bully a victim. There are quite often others present. These may:**

- Help the bully by joining in.
- Help the bully by watching, laughing and shouting encouragement.
- Remain uninvolved.
- Help the victim directly by telling the bullies to stop or by fetching an adult.

Any child can be bullied and although there are no characteristics that excuse bullying, certain factors make it more likely:

- Appearance (size, clothes)
- Health
- Social class
- Family or Home circumstances e.g. looked after: young carers
- Race, religions and culture

- Disability, Special Educational or Behavioural Needs
- Homophobia/ Sexual orientation
- Sexist, Sexual and Transgender
- Lacking close friends in school.
- Being shy.
- Ability
- An over protective family environment.

### **Responsibilities**

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other.

The prime responsibility for all members of the school community is to report incidents of bullying and concerns they have that someone is being bullied.

This includes:

- Governing body
- Headteacher and Senior Staff
- Staff (including reference to specific responsibilities)
- Pupils
- Parents

(See appendix for specific responsibilities)

### **Prevention**

Teachers and other school staff can help to reinforce positive behaviours by modelling these in their everyday interactions with pupils. In relation to learning, teachers have a key role: demonstrating resilience in the face of difficulties. – *Promoting health and wellbeing, National Healthy School Standard.*

### **Preventative strategies**

- Anti-bullying awareness raising and key messages through Governors Meetings, School Council, Staff Training, School website
- Participation in Anti- Bullying week and special events
- Behaviour policy in school, classroom rules, Class codes of conduct, rewards.
- Increase understanding for victims and bullies, using subjects like literacy, history, Anti-bullying week, SEAL/PHSE (Say no to bullying), Domestic Violence and Relationship teaching and using techniques such as role-play, drama, and 'Circle Time' and peer led intervention through School Council.
- Provide play training, peer mentors and organised activities at playtimes and lunchtimes.
- Support programmes for vulnerable pupils
- Provide a positive Physical environment
- Key Stage and Visitors assemblies

### **Intervention**

**Procedures** for responding to bullying

MiddlethorpePrimary School is a 'TellingSchool' which promotes the ideas that it is the duty of a bystander to report bullying incidents. This ethos ensures that the bully does not gain control and signals that they will not get away with it.

- All reports of bullying will be addressed and the priority will be to support those being bullied and to stop the bullying
- It is the schools responsibility to assess the seriousness of the bullying and determine the appropriate action that should be taken
- We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour.

In particular the following steps may be taken when dealing with incidents

- If bullying is reported, the incident will be dealt with immediately by the member of staff who has been approached
- Record all relevant details about time, place, people involved, and what has happened
- Parents will be contacted if appropriate and appointments made.
- Parents will be regularly informed regarding follow up to the incident to ensure bullying had ceased..
- A clear account of the incident will be recorded and given to the Headteacher.
- The Headteacher will interview all concerned and will record the incident
- Class Teachers will be kept informed
- All relevant pupils will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the pupil discipline policy.

**Pupils who have been bullied will be supported by:**

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Offering continuous support
- Restoring self esteem and confidence

**Pupils who have bullied will be helped by;**

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and the need to change.
- Mentoring to enable the behaviour to be modified.

**Bullying off the school premises.**

We know that bullying sometimes happens on the way to or from school or at home. This may be by children of the school or children from another school, or people not at school at all. Whilst we are not directly responsible for any bullying occurring off the premises we will not ignore any reported incident. We will talk to other children, parents, other schools or the PCSO if we feel that the safety of the well being of our children is being compromised.

**Monitor, review and evaluation**

MiddlethorpePrimaryAcademy will consult with pupils, parents / carers and staff to assess effectiveness of anti-bullying policy and practice on a regular basis.

It will ensure it is aware of "good practice" in other schools and is aware of latest advice, guidance and information.

## **Appendix**

### **Sign and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possession which are damages or 'go missing'
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Types of Bullying**

- Emotional – being friendly, excluding, tormenting (eg. Hiding books, threatening gestures )
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focussing on the issue of sexuality
- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Cyber – All areas of internet, such as e mail and internet chat room misuse, mobile threats by text messaging or calls, misuse associated technology, i.e. camera and video facilities
- Difficult for victims to defend themselves against.

### **Roles and Responsibilities.**

#### **1. Governors**

The school governing body is responsible for the Anti-Bullying Policy, and for ensuring that it is regularly monitored and reviewed. The governing body will:

1. Support the Head teacher and the staff in the implementation of this policy

2. Be fully informed on matters concerning anti-bullying
3. Regularly monitor incident reports and action taken to be aware of the effectiveness of this policy
4. Appoint a member of the governing body to have a responsibility for bullying
2. **Head Teacher and SLT**

The Headteacher is responsible for implementing the Anti-Bullying Policy and under the Education and Inspections Act 2006 for:

- 'Determining measures on the behaviour and discipline that form the schools behaviour policy....'
- 'encouraging good behaviour and respect for others on part of pupils and, in particular, preventing all forms of bullying among pupils.'

The Headteacher will ensure that:

- Bullying behaviour is addressed in the school's behaviour and discipline policy
- Bullying is addressed as an issue in the curriculum
- All staff receive training that addressed bullying behaviour
- The governing body is regularly provided with information regarding issues concerning behaviour management including bullying
- A senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies

### 3. **Staff**

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of personal safety and well being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

All members of staff will:

- Provide children with a good role model
- Provide children with a framework of behaviour including class rules which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere.
- Always be aware and take action when there are concerns about bullying
- Report and record all allegations of bullying following the school's procedures
- Ensure pupils, and where appropriate parents/carers, are given regular feedback on the action being taken

### **d. Parents/Carers**

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school and they will support us in helping us meet our aims. We want them to feel confident that everything is being done to make sure their child is happy and safe at school.

**We expect parents/carers to:**

- Keep informed about and fully involved in any aspect of their child's behaviour
- Contact the school immediately they know or suspect that their child is being bullied, even if their child has asked for secrecy, and work in partnership with the school to bring an end to bullying
- Contact the school if they know or suspect that their child is bullying another pupils

- Share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child.

When a parent/carer has concerns relating to bullying they should report them to the Class Teacher or Senior Leadership Team.

#### **4. Pupils**

Without the support of our pupils we will not be able to prevent bullying. That is why our pupils will be consulted and will participate in the development monitoring and review of anti-bullying policy and strategies. We want our pupils to feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.

We want our pupils to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place.

#### **We expect that pupils:**

- Will support the Headteacher and staff in the implementation of the policy
- Will not bully anyone else, or encourage and support bullying by others
- Will tell an adult if they are being bullied, usually either a member of staff or parent.
- Will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied.

Pupils must recognise that being a 'bystander' is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

**Emma Beveridge September 2016**

**Review date: September 2017**