



Together we will grow

**Badger Hill Primary
School**

**Positive Relationships Policy
2020/2021**

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Approved by governors February 2020

Due for review February 2021

Badger Hill Primary School
Positive relationship policy

Aims and objectives

The aim of the positive friendships policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and at Badger Hill we will work hard to prevent any incidents of bullying. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Definition

There are many definitions of bullying, but the Anti-Bullying Alliance bases its definition on the accounts of the victims of bullying. They consider it to be:

- deliberately hurtful (including aggression)
- repetitive or persistent
- based on an imbalance of power, leaving the victim feeling defenseless

Bullying can take many forms, but the main types are:

- physical (threats, hitting, kicking, theft)
- verbal (name calling, persistent teasing, offensive language)
- racist (racial taunts, offensive mimicry, graffiti, gestures)
- indirect (spreading rumours, excluding someone from social groups)

Signs and Symptoms

Teachers can play a crucial role in identifying when bullying occurs and need to be aware of the symptoms of bullying and act promptly and firmly against it in accordance with school policy.

Victims may:

- be reluctant to attend school and are often absent
- be more anxious and insecure than others, become withdrawn and lack confidence
- have fewer friends or withdraw from friendships and often feel unhappy and lonely
- suffer a drop in standards of school work
- suffer from low self-esteem and negative self-image, looking upon themselves as failures - feeling stupid, ashamed and unattractive
- stop eating, have nightmares
- have unexplained bruises, scratches, cuts
- start stealing or “losing” money and possessions
- show reluctance to go out at playtimes, asking for jobs or feigning illness
- ask to be sent home early or hang around school in order to leave late

Victims may present a variety of symptoms to health professionals, including fits, faints, vomiting, limb pains, headaches, stomach aches, bed wetting, sleeping difficulties and sadness. Being bullied may lead to depression or, in the most serious cases, attempted suicide.

Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying

Class teachers are encouraged to liaise closely with our pastoral lead Mrs Goddard and also our ELSA leads- Mrs Ross and Mrs Walker.

Prevention Strategies

Badger Hill Primary School is committed to ensuring each child feels safe and secure and able to learn in an environment which is supportive and puts children first. The school places great value on the importance of relationships: peer to peer, adult to child and also the partnership with parent/carers.

Activities in school within curriculum time encourage children to have self-confidence, resilience and coping strategies.

- Our PSHE/RE curriculum is designed to give children an insight in to the issues around friendship and conflict. Such activities help children consider what is fair and unfair, feelings about friendship, how their behaviour affects other people and to identify and respect the differences and similarities between people.
- In all aspects of the school day and through our values, pupils are challenged to think about their worth as individuals, recognise their achievements and mistakes, realise the consequences of antisocial and aggressive behaviours such as bullying and racism. (assemblies, playtime, house days, class/school rules)
- Wellbeing worker supporting 1:1 or small group work.
- ELSA support in small groups or 1:1
- Pupils are given a voice through the School Council to share their ideas about the school and the way it is run. Pupils are consulted regularly both informally and formally about the issues which matter to them.
- Training for all staff (including MSAs) around positive behavior strategies

Statutory duty of schools

Badger Hill follows the DFE Guidance 'preventing and tackling bullying' July 2017

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

The Education (Independent School Standards) Regulations 2014

The Education (Independent School Standards) Regulations 2014 provide that the proprietor of an Academy or other independent school ensures that bullying at the school is prevented in so far as reasonably practicable, by the drawing up and implementation of an effective anti-bullying strategy

The Equality Act 2010

A key provision in The Equality Act 2010 is the Public Sector Equality Duty (PSED), which came into force on 5 April 2011 and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Implementation

As in any school, incidents of bullying or alleged bullying may occur. The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. They will then share the information with the relevant members of staff.
- A clear account of the incident will be recorded using the CPOMS system and then shared with the relevant people.
- The class teacher/phase lead/assistant head or head teacher will interview all concerned and will record the incident on CPOMS, including any actions which need to be taken.
- All necessary staff will be made aware of the situation in order to monitor things.
- Parents will be kept informed at every stage.

Appropriate measures will be used as necessary and in consultation will all parties concerned, following the school's behaviour policy.

All racist incidents need to be logged and a copy sent to City of York Council.

Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's positive relationships policy alongside the positive behaviour policy; and to actively encourage their child to be a positive member of the school.

Our policy is to involve parents constructively at an early stage using a problem-solving approach in the first instance. Strong measures - including exclusion **will** sometimes be necessary. Comprehensive consultation, awareness raising and communication are the best preparation for such situations.

Some claims of bullying may turn out to be false or exaggerated. However, whatever the victim's previous history, all claims of bullying should be treated seriously and not dismissed without further enquiries being made.

All parties involved in any bullying allegations will be treated fairly and with respect.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or member of staff who has the relevant training
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence through small group or 1:1 work such as ELSA

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the actions that led to the bullying and how those actions can be improved and changed
- informing parents or guardians to help work alongside the school

The following disciplinary steps will be taken:

- Discussion with the class teacher/SLT member if this is first incident
- sanctions following school's positive behaviour policy
- Internal exclusion from break and lunch times
- fixed-term exclusion if persistent or to safeguard the victim or the bullying.

- Longer fixed-term exclusion
- Permanent exclusion

If a case of peer on peer abuse occurs, safeguarding procedures will be followed.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. All incidents of behavior which does not follow the values of our school or the positive behavior policy will be recorded on our internal electronic system. This allow all staff to have a clear overview of behavior incidents. SLT will review CPOMS and identify any patterns or trends over time. Such incidents/occurrences will then be supported by an ELSA worker or our pastoral lead. When necessary the head teacher will become involved.

The role of governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Governing Body.