



# Respectful Relationships Policy

**Angor cadarn cyn hwylio'r don/  
A Secure anchor before setting sail**

Headteacher:

Mrs Rhian Carbis

Chair of Governors:

Dr Dafydd Trystan

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**Member(s) of staff responsible for policy: Headteacher and Deputy Headteacher and School Council Co-ordinator**

**Next Review Date: December 2020**

## **YSGOL HAMADRYAD**

### **Respectful Relationships Policy**

#### **At Ysgol Hamadryad we aim**

1. To promote a caring and supportive ethos in the school.
2. To create an environment and code of behaviour in which bullying is seen starkly for the offensive behaviour which it is.
3. To create an environment in which pupils will report bullying to an adult.
4. To deal effectively with reported incidents.
5. To deal openly with the issue of bullying in lesson time and assemblies.
6. To make clear to the school, parents and the whole community that bullying, in any form, will not be tolerated.

#### **What is Bullying?**

There are many definitions of bullying. Most have three things in common:

- (i) It consists of deliberately hurtful behaviour;
- (ii) It occurs repeatedly over a period of time;
- (iii) It is difficult for those being bullied to defend themselves;

Bullying can occur in four main ways:

- Physical - where the person being bullied is hit, kicked, spat at, pinched, pushed, bitten etc. or when belongings are taken or damaged
- Verbal - bullying which consist of name-calling, insulting, threatening, racist, sexist or homophobic remarks

- Indirect - when malicious rumours or stories are spread or the person is excluded from the social group
- Cyber - sending malicious messages by mobile phones, e-mails or social networking sites

Racist and sexual harassment are linked to bullying. They often involve the same kinds of behaviours, but they are usually directed against a person because of their cultural identity, or because they belong to a particular group or gender.

Bullying of a racist nature will need to be dealt with in the context of anti-racist policies required by schools under the Race Relations Amendment Act and the "Guidelines and Procedures for Dealing and Reporting Racist Incidents in Schools".

(See the school's Equality policy)

Sometimes children perceive that there are being bullied but often this can just be incidents of non acceptable behaviour.

### **Who Bullies?**

Girls and boys can act as bullies. However, most reported incidents involve individual boys or groups of several boys. On occasions bullying can happen as part of a group, and it often involves indirect bullying which is more difficult for teachers to detect.

Bullying behaviour is often a manifestation of need and it is important that the root causes of such behaviour are identified and addressed if the bullying behaviour is to be stopped.

### **Who maybe Targeted?**

Any child can be bullied, but there are certain factors which can make a child more prone to being a target of bullying, including:

- a lack of friends
- being shy
- coming from an over-protective family environment
- coming from a different racial or ethnic group
- being different in some obvious respect from the majority
- having Special Educational Needs
- being a 'provocative target' - a child who behaves inappropriately with others, barging in on games or being a nuisance

**None of these factors can excuse the bullying, but they may account for it happening. At Ysgol Hamadryad, we endeavour to build the emotional resilience of every child.**

### **Where does Bullying take place?**

It is an unfortunate fact of life that bullying can occur in every school. Any school that states that bullying would not occur is in denial, misleading parents and putting their pupils in potential danger. One must accept that bullying exists and schools should develop a policy that aims to prevent bullying from occurring and has rigorous strategies in place to deal with it when it occurs.

In primary schools up to three-quarters of bullying incidents take place in the playground. Bullying can also occur in the classroom, corridors or toilets. Schools will want to take account of the fact that bullying can occur on the journey to and from school as well as on the school premises.

Cyber bullying is an increasing problem in society and parents and schools must monitor the use of mobile phones and computers.

### **How can Bullying be identified?**

By its nature, bullying tends to take place underground, out of sight and earshot of teaching and other school staff. Perhaps the most important element in identifying bullying is the creation of a positive school culture in which bullying is not tolerated and the reporting of bullying is seen as a positive and valued act by pupils.

However, there are possible signs of bullying that school staff should be aware of and to which they should respond with enquiry. Some key signs may include:

- a reluctance to come to school / erratic attendance;
- a marked deterioration in a pupil's performance;
- a reluctance to go out to play;
- a reluctance to leave school at the normal time, walk home with other pupils or use the school bus;
  
- unlikely excuses for possessions damaged or destroyed
- pupils who appear to be isolated in the playground, dining room, on school visits, during games, etc.
  
- pupils who display withdrawn, unforthcoming behaviour;
- pupils who are anxious and are lacking in confidence;
- pupils who have nightmares or cry themselves to sleep;

- pupils who seem to stammer on occasions;

## **Anti-bullying Strategies**

There are a variety of strategies for dealing with bullying which are set in the context of whole school approaches to positive behaviour. The following are implemented at Ysgol Hamadryad:

- Our respectful relationships policy which starts from the standpoint that bullying is not acceptable, must be reported and will be addressed immediately.
  - all members of the school community have a role to play, including pupils, teachers, teaching assistants, head teacher, parents, and other non-teaching staff.
- Our school ethos and culture which values good relationships and promotes respect for individuals.
  - We must always emphasise the importance of the following attitudes and values: care and consideration for others; sensitivity to others' feelings; responsibility for one's actions; respecting oneself and others.
- Co-operative classrooms which value collaboration and good relationships
  - Our classrooms must have positive behaviour strategies and plenty of opportunities to work in pairs and small groups. Ground rules for good relationships are essential.
- Curriculum provision for opportunities to discuss bullying and equip children and young people with the skills to deal with it

Circle Time provide an excellent environment to talk about sensitive issues, such as bullying, and develop skills of empathy and assertiveness. We also use other curriculum areas such as literacy, history etc to develop these skills.
- A positive problem approach from teachers to bullies and targets which aims to resolve issues in the long term and enables both bully and target to move on in a positive direction.
- Encouragement to pupils to be active citizens of the school community.

- Pupils should be encouraged always to tell a teacher or any other member of staff about bullying, not to join in bullying, to challenge bullying behaviour by showing disapproval and not to exclude someone from a group. We encourage the children not to be bystanders but to actively ensure that we reduce the number of bullying incidents.
- Peer support schemes enable pupils to help other pupils. These take the form of "buddying" and "befriending" schemes to generally support others who need it and help those involved in bullying incidents.
- Our **School Council** provides opportunity for participation and responsibility. It gives a message to pupils that this is their community and that they have a responsibility towards it. It is also a forum in which bullying issues can be debated.

**Procedures to be followed by pupils if they are being bullied or they suspect that someone else is being bullied:**

- Inform a member of staff, parent or another adult.
- Pupils should see bullying as a cowardly and despicable act and it is not `sneaking` to inform on a bully whether it is them that are being bullied or someone else.

**Procedures to be followed by staff following allegations of bullying or when they suspect that bullying is occurring:**

- When staff deal with incidents of bullying it is important to take note of the definitions of bullying and to deal with each incident on an individual basis.
- Staff on duty at lunch-time should immediately report any actual acts of bullying witnessed or allegations of bullying to the member of the SMT on duty that particular day and to the class-teacher. The alleged bullies and victims should be brought to the headteacher`s office so that an investigation can start immediately. The staff on duty may be asked to write down what they witnessed. Dealing with problems swiftly will stop them escalating.
- As above, all staff should report the allegation to the headteacher or a member of the Senior Management Team.

- Staff should deal with all reported incidents of bullying immediately. Dealing with the incident quickly and sensitively sends the correct message to all the parents / carers, the alleged target and the alleged bully and prevents issues from becoming more complex.
- Staff should investigate the incident carefully by interviewing the alleged target, the alleged bully / bullies and any bystanders, in the spirit of finding a solution to the problem for all concerned. They should avoid making accusations without being certain of the facts. Staff may try mediation or restorative questioning as a solution.
- Staff should take some short-term measures while the incident is being investigated. The alleged target and the alleged bully may need to be separated, or a monitoring system may need to be put in place, but follow-up measures must be implemented to resolve the issues in the longer term.
- Teachers should keep factual notes in the teachers' field book. The head teacher notes these in her diary and keeps copies of all correspondence. (This is important, especially if parents take issues further in the form of a formal complaint). At the time of writing the County are trialling forms to record incidents of alleged bullying. The school will use these forms when they become available.
- To ensure that appropriate communication is maintained at all times between the school and all the parents involved.
- To avoid the labelling of pupils at all costs i.e. he or she is a target or he or she is a bully. (This is the same as never saying that a child is lazy, silly etc.).
- To remind the pupils it's the behaviour that is unacceptable not them and that they have a responsibility for their behaviour.

**Procedures to be followed by the Headteacher / Senior Management Team:**

- Following any reported incident, the headteacher might decide to speak generally to the class, a group of pupils or individuals.
- Make a note of the allegation in her diary.
- Follow the same procedures as those noted above for staff.

- Give a verbal warning to a pupil/pupils.
- Speak to the parents of the alleged target and the alleged bully.
- Decide on any sanctions to be implemented e.g. to withdraw break time and lunch hour from a pupil / pupils. This must be age related.
- To provide support if necessary for the victim e.g. a `buddy` to take care of him / her.
- To provide support and guidance for the bully to prevent this happening again.
- The headteacher may decide that the bullying is of such a serious nature that she issues a formal warning of exclusion in the presence of parents.
- The headteacher may consider temporarily excluding the bully.
- The governing body will be informed if exclusion is deemed necessary.

**Procedures to be followed by parents if bullying is suspected:**

- Parents should inform the school whenever they have concerns about their child's well-being. Normally the concern should be raised with the class teacher. If the incident is deemed to be serious or ongoing, it should be reported directly to the headteacher.
- When an incident of bullying occurs, parents and staff should agree a timetable so that adequate time is given to the school to investigate and deal with any problems effectively and so that parents know by when they can expect a response.
- Parents of the alleged bullies will be involved in positive ways to help resolve the problems and address any unwanted behaviours. ( All parents need to accept that their child could be the target or the perpetrator of bullying )
- If parents continue to have concerns or if the problems reoccur, they should go back to the school and discuss their concerns with school staff.
- If parents are not satisfied with the way that the situation has been dealt with, they should write to the headteacher to make a



formal complaint. We must also be mindful that some children may perceive themselves to be bullied, but it's more to do with their internal wellbeing. If still dissatisfied after the head teacher has investigated, parents can write to the Chair of the Governing Body to ask for the situation to be formally reviewed.

## Action

The school will ensure that:

- (i) Open discussion about bullying will be undertaken at least once every half term in class and / or assembly.
- (ii) The Respectful Relationships policy is posted on our website.
- (iii) Staff are aware of appropriate procedures.
- (iv) Pupils are encouraged to discuss any incidents that cause concern with an appropriate adult.
- (v) There is adequate supervision during break and lunch times.
- (vi) Issues related to bullying are discussed at staff meetings as appropriate.
- (vii) We will take part in the "Anti - Bullying Week" on an annual basis.
- (viii) There are anti-bullying presentations from outside agencies.
- (ix) The Senedd will discuss bullying during their meetings.
- (x) The policy is reviewed periodically by the governors.

## Where to get further help and advice:

- Childline: [www.childline.org.uk](http://www.childline.org.uk) Tel. 0800 1111
- Children`s Legal Centre: [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)  
Tel. 0845 456 6811
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk) Tel. 088451 205 204
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk) Tel. 0808 800 50000
- Parentline Plus: [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

## Conclusion

- The procedures are put forward to ameliorate situations should they have unfortunately and sadly developed.
- On the sure basis that prevention is better than cure; the school will aim to further develop the caring ethos of the school community, being as forthcoming in the presentation of this atmosphere as in its condemnation of bullying.
- Presentation of these attitudes should be made in all school activities, e.g. classroom, assemblies, playtimes, extra-curricular activities, etc.
- No opportunities should be missed for presenting the positive, caring approach which will decrease the need for the more negative anti-bullying campaign.

Chair of Governors Signature:



Headteacher's Signature:

Rh. Corbis

Date: December 2019