



**Our Lady of Good Aid
Cathedral Primary School
& Nursery Class**



Anti-Bullying

Positive Relationships and Respect for All



Refreshed March 2023

“Co-operate in forming children who are open and interested in the reality that surrounds them, capable of care and tenderness - I think of bullies - who are free from the widespread prejudice which says that to have value one must be competitive, aggressive, hard towards others, especially towards those who are different.”

(Pope Francis addressing teachers during Vatican Audience, 5th January 2018)

‘My children, our love should not be just words and talk; it must be true love, which shows itself in action.’

(1 John 3: 18)

BACKGROUND

This policy was refreshed in March 2023 as part of Cathedral Primary School’s work with ‘Respect Me’, Scotland’s anti-bullying service. All stakeholders - pupils, parents and carers, staff and partners - were involved in the review and refresh of this policy.



The Children and Young People (Scotland) Act 2014, Education (Scotland) Act 2016 and the Equality Act 2010 brought about a renewed focus on children and young people's health and wellbeing, and the publication of '**Respect for All: National Approach to Anti-Bullying for Scotland's Children and Young People (2017)**' increased understanding about the effects of bullying behaviour on children and young people and practices that help to build their confidence, resilience, participation and attainment.

The **Respect for All: Anti-bullying Policy and practice guide** aims to provide an overarching framework and context for all anti-bullying work that is undertaken in all North Lanarkshire Council establishments. The policy vision is to build capacity, resilience and skills in children and young people, and all those who play a role in their lives, to prevent and deal with bullying.

RATIONALE

OLGA Cathedral Primary School is a community of love, service and learning where all are welcomed, loved, forgiven and encouraged to live a good life which reflects the teaching and example of Jesus. All children are entitled to learn and play in an environment in which they feel safe, respected and valued and are free from all forms of abuse, bullying or discrimination. These rights extend to the adult members of our school community. **Bullying is a breach of the UN Convention on the Rights of the Child (see below). Bullying is never acceptable and will never be tolerated in OLGA Cathedral Primary School.**

During his earthly ministry, Jesus reached out to the weak, the vulnerable and the marginalised, teaching us to love one another and '*Do to others what you would want them to do to you*' (Matthew 7:12). OLGA Cathedral Primary encourages all members of our school community to live according to Gospel values and to ensure these values permeate all that we do and say. This goes hand-in-hand with the school's day-to-day awareness-raising of the articles of the *United Nations Convention on the Rights of the Child*:

- ✓ **Article 19** Children have the right to be protected from being hurt and mistreated, physically or mentally.
 - ✓ **Article 14** Children have the right to think and believe what they want and to practise their religion, as long as they are not stopping other people from enjoying their rights.
 - ✓ **Article 29** Children's education should develop each child's personality, talents and abilities to the fullest. It should encourage children to respect others' human rights and their own and other cultures.
 - ✓ **Article 15** Children have the right to meet together and to join groups and organisations, as long as it does not stop other people from enjoying their rights. In exercising their rights, children have the responsibility to respect the rights, freedoms and reputations of others.
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AIMS OF THIS POLICY

- To ensure all bullying behaviour in OLGA Cathedral Primary School, including prejudice-based bullying, is taken seriously and dealt with promptly, in line with local authority and national guidelines
- To promote a culture of openness where all members of our school community are equipped with the appropriate knowledge, skills and resilience to recognise and report bullying behaviour
- To help ensure our Catholic ethos is not empty words but is manifest in genuine actions of love, tolerance, inclusion and respect amongst all members of our school community
- To reduce (with an aspiration of eliminating) the number of pupils who experience bullying behaviour within our school community
- To ensure that a belief in mercy, forgiveness and an individual's capacity to change underpins the way in which OLGA Cathedral deals with those who show bullying behaviour

WHAT IS BULLYING?

The Scottish Government defines bullying behaviour as behaviour which leaves people feeling helpless, frightened, anxious, depressed or humiliated. Bullying behaviours may, but do not always, include:

- name calling, teasing, putting down or threatening
- ignoring, leaving out or spreading rumours
- hitting, pushing, tripping, kicking
- stealing and damaging belongings
- receiving abusive messages or having nasty comments made about you online.
- humiliation
- targeting someone because of who they are or are perceived to be

The impact an incident has had on a child or young person is more important than whether it is classified as bullying.

PREJUDICE BASED BULLYING BEHAVIOUR

When bullying behaviour focuses on a part of someone's identity, such as their ethnic origin, religion, gender or sexual orientation, this is classed as prejudice-based bullying. Under the *Equality Act 2010*, OLGA Cathedral Primary School has an obligation to address prejudice based bullying behaviour; failure to do so may be discrimination.

The *Equality Act 2010* defines the following protected characteristics:

- age
- race
- sex
- disability
- religion or belief
- sexual orientation
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity

Although OLGA Cathedral Primary School has a duty to offer an education based on the values and teachings of the Catholic Church, our school community actively welcomes children and families of any faith, and of no faith at all; the personal conscience and religious convictions of individual pupils and their families are acknowledged and respected at all times. OLGA Cathedral Primary School is wholeheartedly committed to communicating Catholic social teaching and to challenge and address discrimination in whatever form it might manifest itself within our school community.

The nine protected characteristics will never be a barrier to pupils or adults feeling welcome in OLGA Cathedral Primary or playing a full and active role in the life and work of our school.

ONLINE BULLYING

For children and young people, the internet (particularly social media) is a place, not a thing. It is a social space where they can hang out and meet friends. Like any other place they visit, there are benefits and risks. Adults – both in school and at home – need to continually engage with children and young people about where they go online, just as they do when they go into town or to any other ‘real’ physical place.

Online bullying, or ‘cyberbullying’ as it is often referred to, shouldn’t be treated any differently from face-to-face bullying. It is still about behaviour and impact. A person can be called names, threatened or have rumours spread about them and this can (like other behaviours) happen in person and online. We address online bullying effectively when we address it as part of our whole anti-bullying approach, not as a separate area of work or policy.

OLGA Cathedral Primary School curriculum includes input on cyber resilience and internet safety and teaching staff are encouraged to incorporate learning around these issues into lessons across all curricular areas. Regular awareness raising is also carried out with parents and carers.

WHEN IS IT NOT BULLYING BEHAVIOUR?

It is important for children and young people to discuss how they feel and help them develop resilience to manage their relationships. We know that children and young people will fall out and disagree with each other as they form and build relationships. This is a normal part of growing up and most children and young people have the ability to bounce back from this type of behaviour.

Early intervention and prevention are key elements of an approach focused on ensuring we get it right for all OLGA Cathedral Primary pupils.

RESPONDING TO ALLEGATIONS OF BULLYING BEHAVIOUR

When bullying behaviour occurs in OLGA Cathedral Primary School, respecting the rights of all children involved is of paramount importance. Cathedral Primary School aims to establish a culture of mutual respect and understanding and will promptly address the needs of those bullied, as well as the bully, within a framework of respect, responsibility, support and resolution:

- a) **OLGA Cathedral Primary School will take all bullying behaviour seriously**
 - b) A member of the Senior Leadership Team will carry out a full investigation
 - c) OLGA Cathedral Primary School will work with the young person who is being bullied to help them feel safe and find solutions to the bullying behaviour
 - d) A ‘first offence’ of a minor nature (for example, name-calling) will be challenged and the child will be made aware that this behaviour is unacceptable. It will be made clear to the child that any further incidents will be formally recorded
 - e) A member of the Senior Leadership Team will inform the parents/carers of any child who is being bullied
 - f) A member of the Senior Leadership Team will inform the parents/carers of any young person who is displaying bullying behaviour to support and encourage the pupil to modify their behaviour
 - g) OLGA Cathedral Primary School will record all incidents of bullying behaviour in line with local authority and national guidelines
 - h) OLGA Cathedral Primary School will work with those displaying bullying behaviour to help them change their behaviour
 - i) Where appropriate, OLGA Cathedral Primary School will work with both parties to help reconcile relationships through restorative conversations
 - j) A member of the Senior Leadership Team will monitor recorded incidents to ensure patterns of behaviour are promptly recognised and appropriate measures put in place to address these
 - k) In extreme cases, such as serious physical violence, a pupil may be excluded from school. In such cases, advice will be sought from the school’s Education & Families Manager.
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ROLES AND RESPONSIBILITIES

HEAD TEACHER AND SENIOR LEADERSHIP TEAM

- The roles and responsibilities of the Head Teacher and Senior Leadership Team are listed in the previous section, 'Responding to allegations of bullying behaviour'

TEACHING STAFF

- Provide an environment where all children feel safe, welcome and included
- Foster an ethos of inclusion and promote positive attitudes in the classroom
- Actively involve children in promoting positive behaviour and regularly discuss the effects of bullying behaviour through Health & Wellbeing lessons and cross-curricular work.
- Be vigilant and look out for unusual behavioural trends; monitor children who give cause for concern.
- Provide appropriate support and guidance to those involved in bullying behaviour

SUPPORT STAFF

- Help create and maintain an environment where all children feel safe, welcome and included
- Foster an ethos of inclusion and promote positive attitudes in the classroom and playground
- Actively involve children in promoting positive behaviour by supporting them in their day-to-day interactions and play
- Be vigilant and look out for unusual behavioural trends; monitor children who give cause for concern.
- Provide appropriate support and guidance to those involved in bullying behaviour

PUPILS

- Be proactive in supporting a school community where bullying behaviour is never tolerated
- Ensure, through their words and actions, that everyone feels loved, valued and respected
- Immediately report incidents of bullying behaviour against themselves or others
- Own-up immediately if they have been guilty of showing bullying behaviour, accept any consequences and commit themselves to changing their behaviour
- Actively engage in peer mediation when resolving disputes
- Use their membership of a Pupil Voice Group to bring about positive change and improvement within OLGA Cathedral Primary School
- Contribute to anti-bullying campaigns such as posters, leaflets and assemblies

PARENTS AND CARERS

- Support the school's promotion of Gospel values, including respect for self and others
- Help maintain open lines of communication between home and school
- Contact the school promptly if they have any bullying concerns about their own child or another pupil in the school
- Be supportive of any sanctions put in place by the school following the investigation of a bullying incident
- Closely monitor and take responsibility for their child's communication and behaviour on social media

DAY-TO-DAY MAINTENANCE OF A CULTURE WHICH PREVENTS BULLYING BEHAVIOUR

- All members of our school community are regularly reminded that bullying behaviour is never acceptable
 - Our Vision, Values and Aims, which all members of our school community are regularly reminded of, have a clear emphasis on love, connection and mutual respect
 - Adults and pupils are actively encouraged to imitate the teaching and example of Christ, modelling loving behaviour and positive relationships
 - Assemblies, liturgies and RE and Health & Wellbeing lessons regularly focus on how we treat one another
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- All members of our school community are regularly reminded of their roles and responsibilities in relation to preventing and responding to bullying. This includes visual reminders around the building and on the school website
- Every pupil is involved in Smart School Council which gives them regular opportunities to contribute to change and improvement within our school
- P6 and P7 buddies provide support to our youngest children in building positive relationships
- All OLGA Cathedral Primary pupils actively participate in the school's 'Rose Trainer Achievement Award'
- The school actively participates in the Pope Francis Faith Award.



This policy will be reviewed no later than June 2027

