

## HOW WE RESPOND TO ALLEGATIONS OF BULLYING BEHAVIOUR

When bullying behaviour occurs in Cathedral Primary, respecting the rights of all children involved is of paramount importance. Cathedral Primary 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) Cathedral Primary 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) Cathedral Primary School will record all incidents of bullying behaviour in line with local authority and national guidelines
- h) Cathedral Primary School will work with those displaying bullying behaviour to help them change their behaviour
- i) Where appropriate, 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

If, for any reason, you are unhappy with how Cathedral Primary School has dealt with a bullying incident, please speak to the Head Teacher directly. If you remain dissatisfied, however, you are able to raise a complaint through North Lanarkshire Council's complaints procedure.

*'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)



Our Lady of Good Aid  
Cathedral Primary School  
& Nursery Class



# Bullying

*Information for parents & carers*



A copy of our full Anti-Bullying policy is available on the OLGA Cathedral Primary School website or from the school office.

## INTRODUCTION

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 behaviour is never acceptable and will never be tolerated in Cathedral Primary School.**

## UNITED NATIONS CONVENTION ON THE RIGHTS OF THE CHILD

**Bullying is a breach of the UN 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.

## 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

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*, Cathedral Primary has an obligation to address prejudice based bullying behaviour; failure to do so may be discrimination. ALL prejudice-based bullying will be recorded. ALL prejudice-based bullying will result in the perpetrator's parents being informed.

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 Cathedral Primary 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. Cathedral Primary 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.**

## ROLES AND RESPONSIBILITIES OF PARENTS AND CARERS

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