

HOW WE RESPOND TO ALLEGATIONS OF BULLYING BEHAVIOUR

When bullying behaviour occurs in Shawhead Primary School, respecting the rights of all children involved is of paramount importance. Shawhead 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) Shawhead Primary School will take all bullying behaviour seriously

- b) A member of the Senior Leadership Team will carry out a full investigation
- c) Shawhead 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) Shawhead Primary School will record all incidents of bullying behaviour in line with local authority and national guidelines
- h) Shawhead Primary School will work with those displaying bullying behaviour to help them change their behaviour
- i) Where appropriate, Shawhead 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.

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



Shawhead Primary and Nursery Class Anti Bullying Guide for Families



A copy of our full Anti-Bullying policy is available from the school office.



INTRODUCTION

Shawhead Primary School is a welcoming, nurturing and inclusive community where every child is supported to succeed. We believe that with the right encouragement and opportunities, 'Successful Pupils Shine' – in learning, in life, and as part of our family.

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. Bullying is never acceptable and will never be tolerated in Shawhead 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, Shawhead 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

Shawhead Primary School is proud to offer an education shaped by our school values, and we warmly welcome children and families of all faiths and of none. We respect the personal beliefs and convictions of every pupil and their family, and this respect is central to how we work each day. We are fully committed to being an inclusive school where everyone feels safe, valued, and supported. Any form of discrimination is taken seriously, and we work actively to challenge it whenever it appears within our school community.

The nine protected characteristics will never be a barrier to pupils or adults feeling welcome in Shawhead 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.