



St Cuthbert's Primary School



Learning and Growing together
through Love and Respect

Anti-Bullying and Equalities



Updated September 2020

This **draft** policy will be developed in partnership with our whole school community and applies to all of its stakeholders.. It will be reviewed at least every three years. Strategic work is planned for Term 2 of 2020/2021 to further develop a whole school approach. This was identified as an area of relative attention in our self-evaluation activities in 19/20 carried out with staff and pupils. Thankfully our incidents of bullying are relatively low.

“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)

RATIONALE

St Cuthbert’s 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 St Cuthbert’s 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). St Cuthbert’s 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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This policy is also heavily informed and supported by other areas of work in our school. This list includes:



Our School's Mission statement: 'Learning and Growing together through Love and Respect'. It is also supported by our One School Rule of: 'Excellence in everything we Make, Say, Write and Do'.



Our School Values. The ones most specific to this policy are: **INCLUSION, WELLBEING AND KINDNESS.**



We are beginning to work towards our Rights Respecting School award this session. This will help us to understand about human dignity.

AIMS OF THIS POLICY

- To ensure all bullying behaviour in St Cuthbert's, 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 forgiveness and an individual's capacity to change underpins the way in which St Cuthbert's 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*, St Cuthbert's 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 St Cuthbert's 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. St Cuthbert's 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 St Cuthbert's or playing a full and active role in the life and work of our school.**

RESPONDING TO ALLEGATIONS OF BULLYING BEHAVIOUR

When bullying behaviour occurs in St Cuthbert's Primary, respecting the rights of all children involved is of paramount importance. St Cuthbert's 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:

- St Cuthbert's will take appropriate action to deal with bullying.**
 - A member of the Senior Leadership Team will carry out an investigation
 - St Cuthbert's will work with the young person who is being bullied to help them feel safe and find solutions to the bullying behaviour
 - 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
 - A member of the Senior Leadership Team will inform the parents/carers of any child who is being bullied
 - 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
 - St Cuthbert's will record all incidents of bullying behaviour in line with local authority and national guidelines. This is done using SEEMIS.
 - St Cuthbert's will work with those displaying bullying behaviour to help them change their behaviour
 - Where appropriate, St Cuthbert's will work with both parties to help reconcile relationships through restorative conversations
 - 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
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- 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 Quality Improvement Officer

Through lessons in class, children are encouraged:

If you are being bullied:

- Report the bullying behaviour to an adult immediately. You will be taken seriously and treated with respect at all times
- An appropriate plan and course of action will be discussed and implemented
- Instances of bullying behaviour will be formally recorded
- Regular up-dates and check-ins will be carried out

If you are displaying bullying behaviour:

- Your bullying behaviour will be challenged
- You will be treated fairly and with respect
- You will be supported in examining your behaviour and finding more positive ways to behave
- You will be encouraged to and supported in changing your behaviour
- If appropriate, you will be given the chance to have a restorative conversation with the person you have been bullying in order to reconcile the relationship
- Your parents/carers will be contacted by a member of the Senior Leadership Team in order to identify ways in which we can move forward in a more positive manner
- Your bullying behaviour will be formally recorded

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'
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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
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- Actively engage in peer mediation when resolving disputes
- Use their membership of a Pupil Voice Groups to bring about positive change and improvement within St Cuthbert's
- Contribute to anti-bullying campaigns such as posters, leaflets and assemblies

PARENTS AND CARERS

- Support the school's values of love, tolerance, inclusion and respect for self and others
- Help maintain open lines of communication between home and school
- Be supportive of any sanctions put in place by the school following the investigation of a bullying incident
- Monitor their child's communication and behaviour online

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 and 5 Values, which all members of our school community are regularly reminded of, have a clear emphasis on openness, tolerance, 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
- 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
- All pupils are a member of a Pupil Voice group, giving them regular opportunities to contribute to change and improvement within our school
- P7 Buddies provide support to our youngest children in building positive relationships
- P7 Value Leaders work to reinforce how our school values should be lived day-day.



This policy will be reviewed no later than August 2023