



## St Dominic's RCPS and ELC

# Respecting Rights (anti-bullying) Policy

### RATIONALE

Everyone at St Dominic's is entitled to respect and to be free from bullying behaviours.



Bullying behaviours can stop pupils achieving their full potential. All members of our school community have a responsibility to work proactively to ensure that bullying behaviours do not take place and that they help to foster an atmosphere of mutual trust and respect.



*"Our aim is to embed an understanding of investing in the lives of others and to encourage and foster respectful relationships as is in accordance with our religious and educational philosophy."* [Bullying | Resources | Education Scotland](#) *"Adults are duty bearers for pupils' rights – they have a responsibility*



*to promote, protect and respect pupils' rights. Positive relationships support the creation of exceptionally good learning environments that enable pupils and young people to thrive. Bullying behaviours can interrupt the development of these relationships and in turn can impact on pupils' and young people's wellbeing and can affect their inclusion, participation and attainment. Bullying*



*behaviours are a breach of the UN Convention on the Rights of the Child."* (Perth and Kinross 2023) [Anti-bullying Strategy.pdf \(pkc.gov.uk\)](#)

Our vision is for a harmonious and inclusive community where the rights of all are held in high regard and where Gospel values are held at the heart of our mission. We aim to develop the self-esteem, dignity and respect of all members of the community. We promote a culture of high achievement and inspire our global citizens to live in our global village. Our aim is for everyone to feel welcome and to know that we will work in partnership to ensure that all learners grow and develop educationally, socially, emotionally, and spiritually. This Respecting Rights Policy sits alongside our [Promoting Positive Behaviour & Restorative Approaches | St Dominic's R.C. Primary School, Crieff \(stdominics-primary-crieff.org.uk\)](#) policies.

### What are bullying behaviours?

Bullying is intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone. It can happen anywhere – at school, at home or online. It is usually repeated over a prolonged period and can hurt a child both physically and/or emotionally.



Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency.' Agency is a

mindset and set of behaviours that help us to attain what we want in life. *"Bullying behaviours take place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened, and left out. This behaviour happens face to face and online."* (Scottish Government 2017)

Bullying can be repeated inappropriate behaviour, by word, physical action, threatened physical action, isolation, ridicule, intrusion, or rumour, directly or indirectly and also via social media. We encourage pupils to feel confident about approaching any adult in the school to activate the anti-bullying systems in order to restore relationships.

**All adults are Duty Bearers who will ensure that all of the Rights of the Child are met.**

## **Roles and Responsibilities in reducing incidents of bullying behaviours.**

### **Head Teacher and Senior Leadership Team (SLT) Responsibilities**

- Promoted staff will understand their role and duties in recording and managing incidents.
- SLT will understand approaches to analyse patterns and trends and make appropriate changes to Health and Wellbeing context with curriculum leaders.
- SLT will know the Anti-Bullying strategy and operational guidance, its links with Hate Crime and the Whole School Framework for responding to Gender based Violence.
- SLT will be knowledgeable of refreshed guidance on use of pastoral notes and implications for GDPR in what is recorded.
- SLT will be clear on how to direct staff on what is appropriate for recording in pastoral notes and what must be held on record.

### **All Staff**

- All staff will develop positive relationships with and amongst pupils, young people and adults which are mutually respectful, responsible, and trusting; with the clear aim of promoting children's emotional health and wellbeing.
- All staff will understand and be consistent in how to respond to incidents or reports of bullying behaviour and create an open culture where pupils feel free to report incidents of bullying behaviour without fear of repercussion and where bullying behaviour is treated as a serious incident.
- Through the curriculum, assemblies, pupil support groups, a weekly social skill/value focus, the buddy system, daily emotional check-in and the use of restorative approaches, we embed the anti-bullying behaviour ethos of St Dominic's and remind pupils of the various approaches for restoring relationships. We will promote an ethos of inclusion and positive behaviour and



to make it clear that bullying behaviours are a form of anti-social behaviour which is not acceptable.

- If an incident occurs, each pupil has an opportunity to discuss the problem and focus on finding a solution. Pupils can approach any member of staff to discuss their worries, with an emphasis on the approach of, it is good to talk. Being emotionally literate will equip pupils with skills and effective strategies to help them to deal with bullying behaviours. Children will be supported with alternative communication strategies such as Fix-it Folders to ensure inclusion for all.
- Staff will help build resilience and skills in pupils and young people, while encouraging families, to prevent and deal with bullying behaviours through sharing concerns with the school team. Staff will be responsive to pupils, young people and their parents and carers whose lives are impacted by bullying behaviours. In the first instance staff will ensure open lines of communication employing a range of strategies including Fix-it-folders to ease emotions and avoid further conflict.
- A record of incidents is kept on our Pupil/ staff information log. The Class Teacher has the responsibility of passing a copy of the report (appendix 2) and the action taken to SMT. SMT will log the incident on SEEMiS.
- Families of pupils displaying bullying behaviours, and the pupils hurt by these behaviours will be informed. Staff will be supportive of all involved parties.
- We consistently highlight the fact that keeping information to yourself will not help to solve the problem and ensuring children understand the importance of sharing how they are feeling; you could tell your friend, your family, or any adult in the school. Families are actively encouraged to report any concerns.
- Each year every class will undertake internet safety lessons using the [CEOP Education](#) website and parents/carers will have information as to how to access this site. Pupils and families are encouraged to visit Scotland's anti-bullying website [www.respectme.org.uk](http://www.respectme.org.uk)
- All members of staff are knowledgeable of the school's policy on Respecting rights, anti-bullying behaviours. The member of staff to whom the incident is first reported, or who has witnessed the incident, will take the incident seriously. They will use their professional judgement in deciding upon appropriate action; any action will depend on factors such as the age of those involved, knowledge of individuals, level of distress caused and the context of the incident. Name-calling or abusive language, for example, will be challenged, the nature of the unacceptable behaviour explained and the school policy on such matters outlined. The pupil will then understand that any further occurrences will be logged against them. Any incident, which involves actual or threatened physical abuse, will always be taken VERY seriously, and will be recorded accordingly.



## All pupils:

- will help create a Respecting Rights (anti-bullying) Charter, **appendix 1**.
- will use Friendship Stops in the playground to support each other not to feel left out.
- will know that they must report any incidence of bullying behaviours to an adult, whether it is happening to themselves or if they witness it happening to someone else, this will help to create an ethos amongst the children where they understand the role they can have when creating an atmosphere of nurturing caring relationships.
- will know that all reported incidents are taken seriously and are thoroughly investigated.
- when ready will engage in activities such as Fix-It folders and restorative conversations to restore friendships.

## Families





- will be aware of and have read the St Dominic's Positive Behaviour and Restorative Approaches Policy that supports this policy statement.
- will listen to their child and share any unreported incidents with school.
- will use reassuring language with their child and try not to label the children involved bullies but rather that there has been bullying behaviours.



Appendix 1

**Respecting Rights, anti-bullying behaviours Charter**



Duty Bearers	RIGHT	Rights holders
<ul style="list-style-type: none"> <li>will be knowledgeable of school and national guidance</li> <li>will have a duty to GIRFEC</li> <li>will understand the impact dynamics of bullying behaviour</li> <li>will be responsive to bullying behaviours</li> <li>will be knowledgeable in how to respond through effective training processes</li> <li>will implement their training in SHANNARI</li> </ul>		<ul style="list-style-type: none"> <li>will be a kind friend who is a defender of others and reports bullying behaviours</li> <li>will remember to use kind words</li> </ul>
<ul style="list-style-type: none"> <li>will use respectful language- Can I ask? How do you feel?</li> <li>Will ensure they are checking everyone is secure and feels safe</li> </ul>		<ul style="list-style-type: none"> <li>will be trusting and respectful</li> <li>will look after each other</li> <li>will include everyone in games and activities</li> </ul>
<ul style="list-style-type: none"> <li>will be respectful and responsive to pupil's circumstances- learning needs, significant events, homelife</li> <li>will listening to and understand every child's views and resolve issues fairly</li> <li>will use consistent sound bites that highlight what bullying feels like and the impact that it can have on children, this will ensure that all children are aware of how their actions impact on their peers</li> </ul>		<ul style="list-style-type: none"> <li>will share any problems with adults who can help</li> </ul>
<ul style="list-style-type: none"> <li>Will listen and understand all children's views and resolve issues fairly</li> <li>will use Fix-it- Folders</li> <li>will employ their professional judgement as to what strategies will scaffold the best outcome for the children</li> </ul>		<ul style="list-style-type: none"> <li>will let adults know everything that happened</li> <li>will use the Fix-it folder if words are difficult</li> <li>will take part in restorative conversations when ready</li> </ul>



Appendix 2

**St Dominic's RCPS**  
**Pupil/ Staff Information Log**

Date \_\_\_\_\_ Information taken by \_\_\_\_\_

Please circle as appropriate:

By phone            By letter            In person            via a meeting            email

Name of Child/ Staff Member	
Class	
Person reporting information to school	
Nature of information - please circle and add details below	
absence    holiday appointment    bereavement    progress    complaint homework worry    health concern    family problem    bullying behaviour    name calling    other _____	
Details	
Action taken	
Follow-up required? Yes/no    if yes,	
what:	
when:	
PT signature _____	HT signature _____



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## **Consultation Process**

**Staff: Staff meeting: 13/09/24 & 01/10/24**

**Pupils: Assembly 1/09/24, 7/09/24, 14/09/24, discussion groups throughout Term 1.**

**Parents: Parent Council: 02/10/24, SWAY: 04/10/24**

**Review: August 2025**