

St White's Primary School

Anti-Bullying and Hate Policy

Date of Review: September 2019

Date of Next Review: September 2021

Signed, Chair of Governors:

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1. Introduction - St White's School Anti - Bullying and Hate Policy

The aim of this policy is to outline what the school community will do to prevent and tackle bullying in accordance with other school policies, including the Safeguarding and Positive Behaviour Policies. To ensure that the school's policy is effective, it takes actions to prevent and tackle all forms of bullying and harassment. It is designed to ensure that the school protects the physical and mental wellbeing of the whole of our school community. The policy has been drawn up and includes views expressed by the whole of our school community.

1.1 Our School Community:

- Discusses, monitors and reviews the anti-bullying policies and procedures proactively.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures, through a range of strategies, that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn, and that pupils abide by the anti-bullying policy and procedures.
- Communicates with parents/carers regarding any concerns or complaints about bullying and deals promptly with concerns or complaints. Parents/ carers in turn work closely with the school to uphold the anti-bullying policy and use the procedures outlined within it.
- Keeps abreast of current developments in anti-bullying and hate related practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

2. Definition of Bullying and Hate Crime

Bullying is "***Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally***".
Hate crime is ***'A crime motivated by racial, sexual, or other prejudice, typically one involving violence. "Legislation to stiffen penalties for persons convicted of hate crimes"***

2.1 Bullying and hate can include:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Kicking
- Hitting
- Taking belongings
- Inappropriate text messaging and electronic messaging, including through web-sites, Social Networking sites and Instant Messenger
- Sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping
- Excluding people from groups

- Spreading hurtful and untruthful rumours
- Racial
- Sexual
- Religious

2.2 Forms of Bullying and Hate Related Incidents Covered By This Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs and disability.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation including gender reassignment.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

3. Preventing, Identifying and Responding to Bullying and Hate Incidents

3.1 Staff:

The school:

- Has designated members of staff to support pupils and parents. They are Mrs Clare Tilling who is the Hate-Crime Champion, Mrs Roz Hewitt who is the Anti-Bullying Champion to support pupils, and Mrs Erica Fearn (Family Support Worker) who is the Anti-Bullying Champion for parents.
- Has an SMSC and behaviour lead, Mrs Roz Hewitt, who works closely with the GHLL to actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Actively participates in the biannual online pupil survey to determine pupils' views in years four, five and six about bullying.
- Responds to the data from the survey to develop strategies that will ensure all pupils feel safe.
- Provides CPD for staff and works with outside agencies to identify all forms of bullying and identifying and addressing Hate Crimes.
- Trains all staff, including lunchtime staff, learning mentors and LSU staff, to identify bullying and follow school policy and procedures on bullying and hate related incidents.
- Regularly included opportunities to highlight the effects of bullying, how to prevent it and also address it through the school's:
    - Curriculum
    - Engagement with calendared, national events
    - Displays
    - Assemblies
    - Peer support
    - The School Council.
- Actively creates a safe environment for vulnerable pupils to talk to the designated members of staff who are there to support them.

3.2 Involvement of Pupils

The School:

- Shares the policy with pupil representatives, the school council, who in turn, talk to their peers about the policy and what they thin should be included
- Regularly undertakes pupil conferencing to gain views on the extent to which pupils feel safe and supported.
- Encourages pupils to talk through their worries and anxieties about bullying and provides them with the tools to be able to do this.
- Ensures all pupils are aware of the range of sanctions which may be applied against those engaging in bullying, and unkind behaviour that may lead to, or be perceived as, bullying, through the behaviour policy.
- Involves pupils in anti-bullying campaigns within schools.
- Uses the resources provided by the GHLL to support the educational programmes the school undertakes to ensure our pupils understand what constitutes bullying and also hate related incidents and crime.
- Publicises the details of helplines and websites.
- Empowers pupils with the skills to develop a range of strategies that they can use in the event that they feel that they are being bullied. This includes:
    - Voicing their concerns to members of staff who then provide them with the opportunity to talk about how they are feeling and the incident that has occurred.
    - Exploring, with them, the outcome that they would like.
    - Agreeing and choosing from a range of strategies that will achieve their desired outcome; facilitating the implementation of their chosen strategy.
    - Building their capacity to be able to express how the behaviour has made them feel to the perpetrator.
- Works closely with pupils who have been identified as displaying bullying behaviours to support changes. This includes:
    - Explaining that there are consequences to such actions
    - Revisiting events and examining them from the victim's perspective.
    - Encouraging them to consider how their actions impact on other people.
    - Giving them the opportunity to meet with the person and listen to how their actions have made them feel.
    - Giving them the opportunity to resolve the situation.
    - Determining if there are any underlying concerns that may have influenced their behaviour towards others and addressing these.

3.3 Liaison with Parents and Carers

The School:

- Ensures that parents/carers know who to contact if they have concerns about their child being bullied.
- Ensures that parents/carers know where to access independent support advice about incidents of bullying.

- Understands that episodes of bullying are rarely confined to one situation and may occur beyond the school gates. The school therefore ensures that it works closely with parents and other agencies within the community, such as the police, to address and resolve the issues- See http://www.antibullying.net/communitymoreinformation.htm
- Ensures parents know about our school complaints procedure and how to use it effectively, if they are not satisfied with the school's response to their concerns.
- Highlights the work that the school does to prevent and tackle bullying and hate related incident, by sign posting parents to this policy, as well as using the newsletter and website to inform

4. Links With Other School Policies And Practices

This policy links with a number of other school policies and procedures, as well as the school's curriculum, including:

- Child Protection and Safeguarding Policy
- Positive Behaviour Policy
- E Safety and AUP Policy
- The teaching of PSHE, including mental health and SMSC

5. Monitoring & Review, Policy Into Practice

We will review this Policy at least **once every two years**, as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE including:

- Preventing and Tackling Bullying-July 2017
- The School Support for Children and Young People Who Are Bullied fact sheets, including
  - Advice on preventing cyberbullying
  - Advice for parents and carers on cyberbullying
- The Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying. https://www.anti-bullyingalliance.org.uk/

See the attached appendices for the above documentation

5.1 Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying and hate related incidents are not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.

- Pupils to abide by the policy.

Appendices and Web Links

- DfE Guidance, Preventing and Tackling Bullying Document July 2017 DFE
- https://www.gov.uk/government/publications/preventing-and-tackling-bullying
- Anti Bullying Alliance guidance **http://www.anti-bullyingalliance.org.uk/**
- Ten things you can do to challenge homophobia
- Ten Things You Can Do to Support a Gay or Gender Questioning Person
- Equality Act 2010 and Reference to what it means for schools (http://www.headteacher-update.com/cgi-bin/go.pl/article/article.html?uid=96128;type_uid=79;section=Features)
- The Reach Cyber Survey
- The GHLL and work within Gloucestershire to tackle Bullying and Hate Crime:
    - https://www.ghll.org.uk/pink-safeguarding-curriculum/core-themes/emotional-health-and-wellbeing/anti-bullying-work/
    - https://www.ghll.org.uk/pink-safeguarding-curriculum/pink-curriculum-resources/resources-for-key-stages-12/bullying/
    - https://www.ghll.org.uk/resources/hate-crime-ks1-and-2/

GLOSSARY OF ACRONYMS:

SMSC – Spiritual, Moral, Social & Cultural
GHLL – Gloucestershire Healthy Living & Learning
CPD – Continuous Professional Development
PSHE – Personal, Social & Health Education
AUP – Acceptable Use Policy