

# North Nibley C of E Primary School

## Anti-Bullying and Anti-Hate Policy

Policy status	Required (Safeguarding Audit)
Committee responsible for this policy	Teaching and Learning
Policy reviewed/amended	March 2020
Policy review term	Biennial
Policy due for renew	March 2022

### ***Our Vision is to inspire and celebrate learning, achievement, faith and fun.***

Ours is a school that works in partnership with the community to enable and equip each child to “live life to the full”\*, reflecting the Christian values of our foundation.

(\*The gospel of John, 10:10)

#### **We will realise our Vision by:**

- demonstrating, as a Church school, our Christian values in action
- providing a happy, healthy and secure environment where all are respected, valued and encouraged to contribute
- encouraging participation and a love of learning by offering experiences full of opportunity and creativity
- pursuing excellence in every aspect of school life, supporting one another and celebrating the achievements of all

Our School Vision was drafted in 2014, the school's 250th year, incorporating the ideas and priorities of children, staff, parents, governors and the wider community.

This policy will help staff to achieve the vision of the school.

- The policy defines the expected standard of behaviour which staff will model, endorse, ensuring that **all are respected and valued**.
- The ethos of the school, as promoted in this policy, creates the climate within which all children can **fulfil their academic potential**.
- The policy makes it clear that our duties include tackling incidents of bullying, hate or prejudice, so that we build a **happy, healthy and secure environment** in keeping with our vision.

#### **A Biblical Perspective:**

**Luke 6 verses 27 and 28.**

Jesus said “But to you who are listening I say: Love your enemies, do good to those who hate you, bless those who curse you, pray for those who mistreat you.”

## 1. Position and values

To protect the rights of all children to have a safe and secure learning environment North Nibley C of E Primary School will continuously work towards preventing acts of bullying, hate, harassment, and other forms of aggression and violence as these behaviours are unacceptable and interfere with both our school's ability to educate children and a child's ability to learn. If such a case arises, the staff at North Nibley C of E Primary School will follow the anti-bullying and anti-hate guidelines laid out in this policy. This will enable staff to:

- Identify children displaying unacceptable behaviour and know how to support them in order that they develop the necessary skills to participate in the school community effectively and positively
- Keep all other children safe, happy and confident

## 2. Clarification of terms

### Definition of bullying

A bully is defined as someone who deliberately sets out to hurt another person on more than one occasion. All children have upsets and squabbles; these are not classed as bullying and are dealt with through the Behaviour Policy.

### Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook, Instagram, Snapchat and Twitter to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, cyber-bullying can often be difficult to track as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

### Definition of Hate Crime

Hate crime is defined as "any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by hostility or prejudice." (College of Policing 2014) If a criminal offence has been committed the incident becomes a Hate Crime.

The recorded strands of hate crime are:

- Disability
- Gender and transgender identity
- Race
- Religion or belief
- Sexual orientation
- Age
- Alternative subcultures, such as
  - Homeless
  - Sex workers

The goal of the Hate crime policy is to 'Make the invisible, visible'. This means identifying the potential for Hate crimes within school and promoting positive relationships linked to British Values of tolerance and personal liberty.

### Types of bullying and hate-crime

- **Physical:** Deliberately hurting particular children on a regular basis
- **Verbal:** Deliberately hurting feelings through name-calling etc.
- **Ostracising:** Making someone feel left out and different by deliberately setting out to exclude them

### Types of cyber-bullying, including online-hate-crime

- **Flaming:** Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.

- **Denigration:** Putting mean online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.
- **Exclusion:** Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.
- **Outing:** Sharing secrets about someone online including private information, pictures, and videos.
- **Trickery:** Tricking someone into revealing personal information then sharing it with others.
- **Impersonation:** Pretending to be someone else when sending or posting mean or false messages online.
- **Harassment:** Repeatedly sending malicious messages to someone online.
- **Cyber-stalking:** Continuously harassing and denigration including threats of physical harm
- **Sexting:** sharing sexually explicit images or text
  - passing on a sexualised image of any person under 18 is bullying. It is illegal in the UK to publish or download a sexual image of someone under 18 even when it is the child him/herself who created and posted the material online.

### **Actions NOT considered to be bullying or hate-crime**

- Not liking someone
- Being excluded
- Accidentally bumping into someone
- Making other pupils play things a certain way
- A single act of telling a joke about someone
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness

### **Reasons for bullying or hate-related actions**

Some reasons why children might bully someone include:

- They think it's fun, or that it makes them popular
- They feel more powerful or important, or they want to get their own way all the time
- They feel insecure or lack confidence or are trying to fit in with a group
- They are fearful of other children's differences
- They are jealous of another child
- They are unhappy
- They are copying what they have seen others do before, or what has been done to them.

### **The effects of bullying and hate-crime**

All forms of bullying cause psychological, emotional and physical stress. Each child's response to being bullied is unique. There is also a wider invisible impact on those that share an identity with a victim, even if they themselves may not have been targeted.

Some signs that may point to a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- loss of interest in activities they used to enjoy
- unexplainable injuries
- lost or destroyed clothing, books, electronics, or jewellery
- frequent headaches or stomach aches, feeling sick or faking illness
- changes in eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch
- difficulty sleeping or frequent nightmares
- declining grades, loss of interest in schoolwork, or not wanting to go to school
- sudden loss of friends or avoidance of social situations
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.

### **3. Roles and responsibilities**

The Education Act 2002, Education and Inspections Act and Equalities Act 2006 all make reference to a school's legal responsibility to prevent and tackle bullying. By law, all state schools must have a behaviour policy in place and displayed on their website and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. Additionally, North Nibley C of E Primary School has developed this anti-bullying and anti-hate policy, a copy of which is available from the school office and on the school website for parents, staff and pupils to access when and as they wish. Schools have the legal power to make sure pupils behave and do not bully outside of school premises, for example on public transport or in nearby public communal areas. If seen as appropriate the Principal or staff can choose to report bullying to the police or local council. During school hours, including while pupils are taking part in school visits or after school clubs the school has direct responsibility to ensure children feel safe and secure.

#### **The role of governors**

The governing body supports the Principal in all attempts to eliminate bullying from the school. The governing body will not condone any bullying or hate-crime at all, and any incidents of bullying or hate-crime that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying and hate-crime that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and or hate-crime and to report to the governors on request about the effectiveness of the school's anti-bullying and anti-hate strategies.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying or hate-related incident can make a complaint to the chair of governors. The complaint will be dealt with in accordance with the complaints policy which can be accessed from the school's website.

#### **The role of the Head Teacher**

It is the responsibility of the Head Teacher to implement the school's anti-bullying and anti-hate strategy, to ensure that all stakeholders are aware of the school policy, and that they know how to identify and deal with incidents of bullying and hate. The Head Teacher will report to the governing body about the effectiveness of the anti-bullying and anti-hate policy on request.

The Head Teacher will ensure that all members of staff receive sufficient training to be equipped to identify and deal with all incidents of bullying and hate.

The Head Teacher will set the school climate of mutual support and praise for success, so making bullying and hate less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. If bullying or hate-related behaviour is so extreme that a pupil suffers, or is likely to suffer, significant harm, this is a Child Protection concern and will be handled with relevant external agencies, as required.

#### **The role of the staff**

Members of staff will do all that they can to eradicate bullying; they will ensure that they follow the school's anti-bullying and anti-hate policy.

All members of staff will routinely attend training that equips them to identify bullying and hate, and to follow school policy and procedures with regard to behaviour management.

Staff will use a range of methods to help prevent bullying and hate and establish a climate of trust and respect for all. They will use drama, role-play, stories etc. within the curriculum, to help pupils understand the feelings of bullied children and to practise the restraint required to avoid lapsing into bullying or hate-related behaviour. Ring fenced time will also be used to praise, reward and celebrate the successes of all children, and thus to help create a positive atmosphere.

Members of staff will keep a vigilant watch on suspected 'bullies'; any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately. The person dealing with the incident will need to collect all the relevant information and then provide the Head Teacher with a copy in order that he/she can decide on an action. All cases are individual and various strategies will be employed by the staff to address the issue.

Teachers and support staff will do all they can to support a child who is being bullied.

### **The role of parents/carers**

Parents/carers, who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's teacher immediately in a calm manner. If they are not satisfied with the action taken they should contact the Head Teacher. If they remain dissatisfied, they should follow the procedure detailed above. Parents/carers have a responsibility to support the school's anti-bullying and anti-hate policy by actively encouraging their child to be a positive member of the school and this expectation of support is outlined in the home/school expectations.

### **The role of pupils**

Pupils are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues they must keep on letting people know; the children are taught a number of strategies to help them with this.

Pupils are also encouraged to participate fully in activities that raise their awareness about bullying and hate in order that they clearly understand what to do if they, or another child, are being bullied.

### **Bullying and hate in the workplace**

Incidents, where it has been deemed that a member of staff has been bullying a child, will be taken very seriously. The Head Teacher, with the support of the governing body, will deal with this; formal action will be taken where necessary. Such action will also be taken if it is deemed that a member of staff is bullying other members of staff.

In the event of the Head Teacher being involved in such incidents, reports will be given immediately to the chair of governors who will also take formal action where necessary.

Similarly, where it has been deemed that a member of staff has been bullied/intimidated by a child, the Head Teacher, with the support of the Governing Body, will deal with the matter; formal action will be taken.

## **4. Cyber bullying**

North Nibley C of E Primary School has a separate policy related to e-safety addressing the use of mobile technology, social media, appropriate online activity, security, access and monitoring procedures in place. The ICT code of conduct is displayed prominently in all classrooms and is explained and discussed with pupils in assemblies, Personal, Social and Health Education (P.S.H.E.) lessons and Computing lessons.

## **5. Reporting, sanctions and monitoring**

### **How to report bullying and hate-crime**

1. An email can also be sent directly to the school office, for the attention of the relevant Class Teacher.
2. Alternatively, a phone call can be made to the school office requesting a return call from the Class Teacher.
3. The Class Teacher has overall day-to-day responsibility for dealing with reported incidents and will forward details to relevant members of staff. A record will be kept on the school's welfare system. Incidents, resolution and monitoring will be routine. The expertise of external agencies may be called upon to undertake investigation and restorative work.
4. Alternatively, any member of staff can be approached to report incidents of bullying or hate, and they in turn will report to the Head Teacher.

### **Procedures**

The following steps must be taken when dealing with incidents of bullying or hate, as identified at school either by observation or by reporting:

### **Step 1: Interview with the child who is being bullied**

The child being bullied is interviewed by the teacher with an emphasis on how bullying has made him/her feel.

The teacher will talk to the child who is being bullied to elicit his/her feelings and according to his/her age, enquire whether it would help to express his/her emotions by writing down his/her feelings.

During the interview the involvement of others will be identified whilst ensuring that the child who has been bullied understands that s/he is not 'telling tales' but what s/he does say will only be discussed with those involved to try to ensure that no-one else is bullied.

The child who is being bullied will be calmed and re-assured and a member of staff will be identified who will keep a special watching brief on the child.

### **Step 2: Recording the Incident**

The teacher will record the incident and communicate with other staff as necessary. This step is reinforced through an agenda item at each weekly staff meeting and staff will formally record any discussions they have had with pupils or parents about behaviour –related incidents or concerns.

### **Step 3: Meeting**

The teacher will meet the bully, any others colluding and bystanders, as s/he thinks appropriate. The meeting will seek to make clear the effects of the bullying actions and ask the individual or group for ideas as to how the problem can be resolved.

### **Step 4: Follow up**

About a week later, the teacher will discuss with the group, and the child being bullied individually in order to find whether the bullying has stopped. If the process has not been successful, then the cycle would be put into action from Step 2.

If the process has not been successful after repeating the cycle from step 2, the Head Teacher will ask for a meeting with the parents of the bully.

### **Step 5: Sanctions**

A range of sanctions will be used, as appropriate, and in consultation with all parties concerned. These sanctions could include: verbal or written warnings, restrictions of break and lunchtime activities, internal day/days (fixed term) and in the event of persistent bullying, fixed term or permanent exclusion. Where appropriate the Head Teacher may inform the police.

This school has set procedures to follow in implementing sanctions where a bullying or hate incident has occurred, as described above. Sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases that lead to exclusion, governors will examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

### **Step 6: Support**

Support is available from Victim Support for school guidance, and/or one-to-one support and advocacy with pupils and their families (0808 281 0112 [www.victmsupport.org.uk](http://www.victmsupport.org.uk) ).

If a hate incident/crime has happened – use the terms both when recording and dealing with the issue. The school may deem it appropriate to take a restorative approach when dealing with Hate Crime incidents to modify behaviours and support both the victims and perpetrators.

Restorative Gloucestershire can provide support with embedding restorative practice into schools, to tackle harmful bullying behaviours, reduce exclusion levels and/or prevent unnecessary criminalisation (01452 754 542 [www.restorativegloucestershire.co.uk](http://www.restorativegloucestershire.co.uk) )

### **Step 7: Review**

Incident logs and interventions recorded will be reviewed in Staff Meetings regularly and at least termly in order to continually improve practice.

### **Monitoring, evaluation and review**

1. Governors, the Head Teacher and relevant staff will review this policy biannually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.
2. The School's Pupil Council will review the effectiveness of the policy biannually and their views given to the Link Teacher.
3. A pupil questionnaire will be given to a representative cross section of students every year. The resulting data will be considered in the biannual policy review
4. A record of all such incidents will be kept centrally
5. Bullying data will be analysed to reflect and re-design further strategies to improve procedures and outcomes reported to governors via the Head Teacher's Report
6. Hate incidents/crimes must be included in the countywide data (through the Gloucestershire County Council). This should be included in your Safeguarding procedures and will be part of Ofsted Inspections and Section 175 Audit.

## **6. Strategies to reduce any potential bullying**

North Nibley C of E Primary School has adopted a range of strategies to prevent and reduce bullying and hate, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- the consistent promotion of the school's Golden Rules (linked to our school's Christian Values)
- the reinforcement of the clear message that violence and hatred has no place at North Nibley C of E Primary School
- consultation with the 'Student Voice' on appropriate action
- taking part in initiatives such as Anti-Bullying Week
- training for all members of staff on anti-bullying and anti-hate policy and strategy
- the supervision by school staff at lunch times and breaks
- providing information to all parents on the symptoms of bullying and hate and the steps to take if they suspect their child is being bullied
- a clear policy of mobile phones not permitted to be in use during school hours
- the celebration of all student's backgrounds and cultures through assemblies
- during assemblies and P.S.H.E lessons, to discuss and explore bullying and hate issues with the pupils
- raising awareness of cyber bullying and teaching children to safely use technology (including mobile phones, email, internet, iPads)
- all websites accessed in school are filtered. This software screens the language used in all documents, emails and websites. Rude or offensive emails, websites, documents are sent to the Head Teacher. Action will be taken and recorded
- effective recording systems with centralised recording of information
- work with multi-agency teams including police and children's services as appropriate
- contact the parents of both the child being bullied and the bully
- challenge sexual content within verbal abuse especially challenging the word 'gay', 'trans' and other homophobic language.

## **7. Useful websites**

[www.bullying.co.uk](http://www.bullying.co.uk)

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

[www.childline.org.uk](http://www.childline.org.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.each.education](http://www.each.education)

[www.youngminds.org.uk](http://www.youngminds.org.uk)

[www.youngstonewall.org.uk](http://www.youngstonewall.org.uk)

[www.nspcc.org.uk](http://www.nspcc.org.uk)

[www.stoptextbully.com](http://www.stoptextbully.com)

[www.beyondbullying.com](http://www.beyondbullying.com)

[www.childnet-int.org](http://www.childnet-int.org)

[www.cyberbullying.org](http://www.cyberbullying.org)

[www.chatdanger.com](http://www.chatdanger.com)

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

## **SAFEGUARDING STATEMENT:**

**THIS POLICY IS PART OF OUR SUITE OF SAFEGAURDING POLICIES AND PROCEDURES.**

**IT MUST BE READ IN CONJUNCTION WITH THE FOLLOWING, ALL OF WHICH CAN BE FOUND ON OUR WEBSITE: [www.northnibley.gloucs.sch.uk](http://www.northnibley.gloucs.sch.uk)**

- **Acceptable Use of Technology**
- **Anti-bullying and hate**
- **Attendance**
- **Behaviour**
- **Child protection/safeguarding**
- **Complaints**
- **Confidentiality**
- **E-safety**
- **Health and Safety**
- **Intimate Care**
- **Offers of Early Help**
- **RHSE (relationships, health and sex education)**
- **Safer Recruitment, Staff Selection and Induction**
- **Safer Working Practices**
- **Special Educational Needs and Disabilities**
- **Staff code of conduct/Staff handbook**
- **Whistleblowing**