



**ANDOVERSFORD PRIMARY SCHOOL**

# **Anti-Bullying and Hate Incidents Policy**

**Date Ratified:**

**Signed on Behalf of the Governing Body:**

***M. Davies* Chair of Governors**

**Date for Review: January 2021**



# ANDOVERSFORD PRIMARY SCHOOL

## Anti-Bullying and Hate Incidents Policy

At Andoversford Primary School, we do not tolerate any form of harassment, bullying or discrimination. We value variety and individual differences, and aim to create a culture which demonstrates tolerance, acceptance, respect and inclusion.

This policy demonstrates the consistent school response to any bullying/hate incident that may occur. We aim to make all those connected with the school aware of our opposition to bullying and hate incidents, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

We have high expectations of our children and empower them to take responsibility for their own behaviour and the behaviour of others, to engage positively in school life, and to strive to be successful in all they do. This Ethos is reflected in our School Core Values: **ASPIRE**  
**A**chievement, **S**elf-Belief, **P**erseverance, **I**nnovation, **R**espect, **E**njoyment.

Andoversford Primary School takes all forms of bullying seriously. It is our belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of a school environment based on mutual respect, fairness and equality. When bullying incidents are reported, it is particularly important to distinguish bullying behaviour from ordinary conflicts between children.

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyberbullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences" (Preventing and Tackling Bullying – DFE 2017)

Bullying and hate incidents can occur through several types of behaviour, for example:

- **Physical:** A child can be physically hurt by another child
- **Verbal:** Verbal abuse can take the form of name calling, insulting remarks, teasing, comments or jokes and may be directed towards gender identity, ethnic origin, physical/social disability, personality, etc
- **Indirect:** A child can be bullied simply by being excluded from discussions/activities, being ignored, having rumours spread about them, etc.
- **Material:** Pupils may have their property damaged or stolen or have offensive graffiti produced about them
- **Cyber:** Technology and Social Media can be used to abuse or bully pupils. The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyberbullying is a different form of bullying and can happen at all times of the day, and can reach a potentially bigger audience

Where cases of bullying have been identified, these issues will be specifically addressed with the bully and his/her parents/carers. Sanctions follow our positive approach to behaviour, set out in our Behaviour Policy.

All schools have a statutory duty to record and monitor all racist incidents and to report this information to the local authority. This statutory duty remains but from January 2012 it is required that all hate incidents occurring in school be recorded and reported to the local authority. Data collected by school as part of this process is then analysed in-house and reports produced in order to support the monitoring of incidents and contribute to the new requirements of The Equality Act 2010.

## Hate Incidents

A hate **Incident** is **any** incident, which **may or may not** constitute a criminal offence (Hate Crime), which is perceived by the victim or any other person as being motivated by prejudice or hate based on a person's race or perceived race, religion or perceived religion, sexual orientation or perceived sexual orientation, disability or perceived disability, or perceived gender identity. These can take many forms such as:

- Verbal abuse or insults, e.g. detrimental comments, abusive language and 'jokes', offensive leaflets and posters, abusive gestures, dumping of rubbish outside homes or through letterboxes
- Harassment (unwanted behaviour that a person finds intimidating upsetting, embarrassing, humiliating or offensive), bullying and victimisation
- Physical attacks, such as physical assault, damage to property, offensive graffiti, neighbourhood disputes and arson
- Threat of attack, including offensive letters, abusive or obscene telephone calls, groups hanging around to intimidate and unfounded, malicious complaints

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We talk openly to the children about the effects that bullying can have on a person and we actively encourage children to tell us about any forms of bullying or instances where they do not feel safe.

## Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the schools policy when episodes of bullying are witnessed or reported.

Staff will consistently reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with pupils at a number of levels including:

**At whole school level:** through Assemblies and the PSHE Curriculum when children will be informed of the school's policy and the actions that will be taken to prevent bullying taking place. We will ask our School Council representatives to contribute to the policy and help share the messages with children.

**At classroom level:** during circle time, PSHE sessions, anti-bullying lessons and/or workshops. Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.

**At individual level:** children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance from the Learning Mentor or other appropriate staff or agencies. It may be necessary to refer to the Child Protection Policy if it is felt the child is at risk of emotional or physical harm. In line with the Child Protection Policy, clear and concise records should be kept for any child who is subject to a Child Protection Plan. Children known to have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.

Parents who believe their children are the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.

Similarly if parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour. We expect parents and carers to treat all members of our school community with the same level of respect.

School is committed to creating a bully-free environment and will ensure that its policy is applied rigorously so all members of our school community feel and are safe.

## **Incident Management**

Andoversford Primary will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

Any instances must first be reported to the class teacher, who will then investigate. Behavioural incidents are recorded on an Incident Log, which is given to the Head Teacher. The Headteacher will monitor this log to look for either patterns of behaviour, key times or identify places within the school where bullying is particularly prevalent.

If the incident is judged to be of a severe instance, or is a repeated behaviour, then it will also be reported directly to the Head Teacher who will conduct an investigation and contact the Parent's/Carers of both the perpetrator and the victim.

## **Post incident responses for the victim**

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated (as above). We will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. In all instance the Headteacher or other management team member will follow up to ensure that the bullying has not reoccurred.

## **Post incident responses for the perpetrator**

Andoversford Primary takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable a child with bullying behaviour to change his/her behaviour. Sanctions may also be applied, which increase in severity linked to the severity of the incident. Sanctions that can be applied are outlined in the behaviour policy, and include:

- Loss of lunch/break time privileges
- Removal from class/group
- Withholding participation in sports or out of school activity (if not essential part of curriculum)
- Fixed periods of exclusion
- Permanent exclusion

At Andoversford, we do not use sanctions in isolation. The sanction may be used to highlight the severity of the behaviour to the child, however a programme of positive reinforcement and support for the perpetrator will be put into place so that the pupil understands the consequences of his/her actions and the long-term change is promoted.

## **The Role of Governors**

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

## **The Role of the Headteacher**

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying/hate is wrong, and that it is unacceptable behaviour in and outside school. The Headteacher draws the attention of children to this fact at suitable moments, for example, if an incident occurs, the Headteacher may choose to use it as the focus for a whole school / key stage assembly.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the current climate of mutual support and praise for success, so making bullying 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.

Where cases of bullying are reported, the head teacher will conduct an investigation into the case and once the facts have been verified, will take the necessary action. All parties will be kept informed.

## **The Role of the Teacher**

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Teachers in our school take all forms of bullying/hate seriously, and intervene to prevent incidents from taking place. Teachers may keep their own records of all incidents that happen in their class and that they are aware of in school. In respect of racist bullying and hate incidents the teacher is obliged to report the incident to the headteacher who will, in turn, inform the local authority via the correct channels.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parent.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve support for the victim of the bullying, and a sanction for the child who has carried out the bullying. We spend time supporting the perpetrator of bullying: we explain why the action was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the Special Needs Co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the Inclusion Standards and Effectiveness Team or Children's Services.

## **Parental Involvement**

Andoversford Primary is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parent/carers are able to work together when bullying occurs.

We recognise the important influence which parent/carers have on their children and would wish to enlist their support when their child is involved in bullying – either as victim or a perpetrator.

If a child is involved in a serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) the Headteacher will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents will be informed.

Parents have a responsibility to support the school's anti-bullying/hate incident policy and actively encourage their child to be a positive member of the school community.