



Tutshill C Of E Primary School



Woolaston Primary School

Forest Edge Federation

Governing Board

Anti-Bullying and Hate Crime Policy

Date of Review: September 2022

Date of Next Review: September 2024

Signed: *Jennifer Lane*
Executive Headteacher
Committee

Signed:
Chair of People and Development

Introduction

Anti-Bullying and Anti-Hate Policy

At Tutshill CofE Primary School and Woolaston Primary School, we recognise that anyone may be bullied in any school or setting and are committed to preventing, raising awareness of, and consistently responding to any reports of bullying and/or hate crimes. The school will address any reports of bullying swiftly and sensitively through its restorative approach. This will involve investigating the situation, agreeing consequences and finding a way forward that ensures that everyone feels safe and can continue to learn.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At both schools, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team. This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision, Aims and Values.

Principles

It is the responsibility of the governing body and the Executive Headteacher to ensure that all members of the school community work within a safe and enabling environment.

Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils. We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

At both Tutshill and Woolaston, we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The schools will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our schools fosters high expectations of behaviour and we will consistently challenge any behaviour that falls below this.

Bullying Definition

At both schools we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE (Personal, Social & Health Education) lessons.

We agree that:

- Bullying is usually physical hurting, name calling, giving unkind looks or leaving people out of activities/games.
- Bullying usually happens when the relationship is imbalanced.
- Bullying is usually on-going.

Forms of Bullying and Hate Related Incidents

Bullying can happen to anyone. This policy covers all types of bullying including (but not exclusively limited to):

- 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.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian or bisexual or who have another protected characteristic.

Bullying Prevention

At Tutshill CofE Primary School and Woolaston Primary School, we:

- Have designated members of staff to support pupils and parents. These staff members are known to the children, are always on site and able to talk to the children.
- Actively participate in the biannual online pupil survey to determine pupils' views in years four, five and six about bullying.

- Respond to the data from the survey to develop strategies that will ensure all pupils feel safe.
- Provide CPD (Continuous Professional Development) for staff and work with outside agencies to identify all forms of bullying and involve the use of GHLL (Gloucestershire Healthy Living and Learning) resources.
- Train all staff, including lunchtime staff to identify bullying and follow school policy and procedures on bullying and hate related incidents.
- Regularly include opportunities to highlight the effects of bullying, how to prevent it and address it through the schools' curriculum including engagement with calendared national events.
- Consider E-safety as an important part of the Curriculum. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied online.
- Understand that preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. We use the PSHE scheme, SCARF to help address these areas and provide support for children.
- Staff receive regular safeguarding updates to understand how bullying may occur, in person and online and how to respond to this.

All these factors actively create a safe environment for vulnerable pupils to talk to members of staff who are there to support them.

School Rules

Both Schools created these following rules with children at the centre of them, whilst ensuring the children understand these rules. The class rules are shared in each class and are also displayed in each classroom.

I will always try my best and not give up.

I will show respect to everyone.

I will look after my belongings and school equipment.

I will follow instructions when asked.

I will use kind word and actions all of the time.

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Responding to Bullying

All cases of alleged bullying will be reported to the Executive Headteacher/Deputy Headteacher or senior member of staff. In any case of alleged bullying, either the Class teacher, the Executive Headteacher, or a senior member of staff will use our restorative practice to first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate as part of a circle.

If the allegation of bullying is upheld, the Executive Headteacher (or senior leader) will use our restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable. Behaviour logs are held and parents are spoken to/with so they are able to support the schools' approach.

If the situation does not improve, the Executive Headteacher (or senior leader) will meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved which will include a behaviour plan(s) being put into place.

Any further incidents should lead to intervention (e.g., through outside agencies), further monitoring, support and sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Restorative Practice:

The use of restorative practice has many benefits:

- It 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.
- It also enables work with pupils who have been identified as displaying bullying behaviours to support changes. This includes:
 - Facilitating a shared understanding 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.

Liaison with Parents and Carers

The schools work with parents to

- Ensure that parents/carers know who to contact if they have concerns about their child being bullied.
- Highlight 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.
- Share that 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>
- Ensure 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.

Advice to Parents

As the parent of a child who is being bullied:

- Report the incident to the class teacher
- In most cases parents will be asked to meet the Executive Headteacher or Deputy Head Teacher to discuss further.

Do Not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Air grievances online through any form of social media. Encourage your child to be 'a bully' back. All these things will only make the problem much harder to solve.

2. Links With Other School Policies and Practices

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

- Child Protection and Safeguarding Policy
- E Safety and AUP (Acceptable Use Policy) Policy
- Acceptable Use Policy
- Attendance Policy
- Complaints Policy
- Health and Safety Policy
- Early Help Offer
- RHSE Policy
- SEND Policy
- Staff Code of Conduct
- Whistleblowing Policy
- <https://www.gscb.org.uk/i-work-with-children-young-people-and-parents/guidance-for-working-with-children-and-young-people/>

3. Monitoring and Review

We will review this Policy at least **once every two years**, as well as if incidents occur that suggest the need for review. The schools use 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/>

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:

- The Federation Governing Board to take a lead role in monitoring and reviewing this policy.
- Governors, the Executive Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Executive Headteacher to communicate the policy to both schools' communities.
- Pupils to abide by the policy.

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 <https://anti-bullyingalliance.org.uk/>
- 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 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/>