

# St. James' C of E Primary School

## Anti-Bullying and Hate Policy

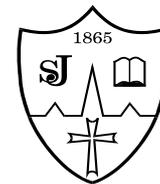
St James' C of E Primary School

**Anti-Bullying & Hate Policy**

Written by: Mrs Lisa Harford

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### Introduction

*'Inspiring and Growing for Fullness of Life'* is the vision that underpins all that we strive to do at St. James' C of E Primary School; it is embedded within our ethos and philosophy shaping our spiritual growth. Developing, supporting and nurturing children to fulfil this vision is integral to all we do. Everyone at our school has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to thrive. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos. Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. This document outlines how we make this possible at St. James'.

**St James' C of E Primary School provides the highest quality education within the context of caring Christian beliefs and practices; in partnership with St Philip and St James Church. St James is a creative, nurturing and inclusive community, shaped by our vision for spiritual growth and our Christian values. Children of any faith or none, are given the opportunity to develop their own spirituality; valuing wisdom, growing in hope, showing respect and exploring big questions.**

### Aims

The whole school community (pupils, staff, parents and governors) are involved in, and responsible for, making St. James' C of E Primary School a caring, safe and secure environment in which to work and play together. Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. Our Christian values (see appendix 1) underpin these aims. To ensure that the strategies outlined in this policy are effective, it is important that all working/attending our school adhere to the following principles:

### **CHILDREN WHO MAY BE PARTICULARLY VULNERABLE**

Some children may have an increased risk of being bullied or be the victims of hate incidents/crimes. Many factors can contribute to an increase in risk, including prejudice, discrimination, isolation, social exclusion and communication issues. To ensure that all our pupils receive equal protection, we will give special consideration to children who are:

- Disabled or have Special Educational Needs (SEND)
- Pupils with English as an Additional Language (EAL)
- Children in Care (CIC)
- Privately fostered
- Vulnerable to being bullied, or engaging in bullying
- Suffering with, or living with another with, mental health difficulties
- Living in a domestic violence/abuse situation
- Affected by parental substance misuse
- Vulnerable to discrimination and maltreatment on the grounds of : race, ethnicity, religion, faith, sexuality or gender identity including lesbian, gay, bisexual, transgender or questioning (LGBTQ)
- Exposed to radicalisation
- Potentially at risk of honour-based violence, forced marriage, female genital mutilation
- Potentially at risk of gender-based violence
- Involved directly or indirectly in prostitution or child trafficking
- Asylum seekers
- Living away from home
- Living in temporary accommodation
- Living transient lifestyles
- Living in chaotic and unsupportive home situations
- Exposed to social media and mobile abuse
- Subject to or exposed to Teenage Relationship Abuse
- Parents in prison
- Young Carers

### **DEFINITION OF BULLYING, HATE CRIMES AND HATE INCIDENTS**

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It may be:

- Physical (pushing, kicking, hitting, punching or any use of violence)
- Emotional (being unfriendly, excluding, tormenting, threatening, gesturing) • Verbal (name-calling, sarcasm, spreading rumours, teasing)
- Racist (racial taunts, graffiti, gestures, treating people differently because of their race, the colour of their skin)
- Homophobic (taunts or name calling focusing on the issue of sexuality e.g. using words like 'gay' as an insult)
- Sexist (treating people differently based on whether they are female or male.)

- Cyber bullying (all areas of internet abuse, such as email and internet chat room misuse, mobile threats by text messaging and calls or misuse of associated technology, i.e. camera and video facilities)
- Disablist (treating someone differently if they are disabled)
- Classist (deciding that someone is from a particular social class, usually if they are seen as being rich or poor and bullying them because of this)
- Ageist (treating someone unfairly because of their age)
- Religious (discriminating against someone due to their set of beliefs)

Hate incidents/crimes As defined by The College of Policing 2014, a hate incident is, “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.” If a criminal offence has been committed, the incident becomes a Hate Crime. Under current hate crime legislation, (2019), **protected characteristics** are named: **disability; race; religion or belief; sexual orientation; and transgender identity**. Within Gloucestershire, this also includes: **age; gender (sex); and alternative subcultures e.g. homeless**. A hate incident/crime may be: verbal abuse; intimidation; threats of violence; hoax calls; abusive phone or text messages; hate mail; abuse; displaying or circulating discriminatory literature or posters; harm or damage to things / belongings or graffiti. We recognise that hate incidents/crimes can have more of an impact on the victim than standard bullying because they have been attacked on account of ‘who they are’, an element of their core identity. There is also a wider invisible impact on those that share that identity who may not themselves have been targeted. For example, if a young person with a disability witnesses disablist bullying towards a peer, he/she may become fearful and anxious about also being at risk, despite never having been directly targeted themselves. Much bullying, hate incidents/crimes are of a covert nature, indeed, simply bringing it into the open sometimes goes a long way towards solving the problem.

### **IDENTIFYING BULLYING, HATE INCIDENTS OR HATE CRIMES**

A child may indicate by signs or behaviour that he or she is being bullied or is the victim of a hate incident/crime. Adults should be aware of these signs and behaviours; they could indicate other problems, but bullying, or being the victim of a hate incident/crime incident should be considered a possibility and be investigated. If a child:

- is frightened of walking to or from school
- is unwilling to go to school (school phobic)
- lacks concentration
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feigns illness
- clings to adults
- begins to do poorly in school work
- has possessions which are damaged or go missing
- has unexplained cuts or bruises

- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

### **BULLYING, HATE INCIDENTS OR HATE CRIMES AGAINST STAFF**

The Governing Body and Head teacher have a duty of care for all staff, and the bullying of school staff, or hate incidents/crimes against school staff, whether by pupils, parents or other staff will not be tolerated. Report any incidents to your team leader (or if appropriate, directly to the Head teacher or Deputy Headteacher) All incidents will be dealt with in a confidential manner, with appropriate action taken to support the member(s) of staff involved

### **STRATEGIES FOR COMBATTING BULLYING, HATE INCIDENTS AND HATE CRIMES**

As part of the school's Personal, Social, Health and Citizenship Education and Religious Education the issues of living together in a school and wider community are considered. This includes consideration of the whole subject of bullying or prejudice, how to deal with it and how to get help. Circle time activities are a valuable way of educating children in this area. The school's Pastoral Support Worker also offers, where appropriate, social skills groups. The school most frequently discovers that bullying, hate incidents/crimes are taking place when the victim or victim's parents inform us. In order to deal with the matter effectively it is essential that all reported incidents are dealt with swiftly and consistently by the relevant member of staff. Procedures to follow:

When it is established that bullying, a hate crime/incident has taken or is taking place:

- It will be dealt with immediately.
- A clear account of the incident should be recorded on CPOMS (electronically) by the member of staff to whom the incident was reported.
- A member of the SLT must also be made aware of the incident and will read and action the incident where appropriate.
- If a member of staff needs assistance to complete CPOMS they should seek advice from any teacher or member of SLT.
- If the incident is a hate incident/crime, it must be reported to the Local Authority, to be included in the countywide data.
- The Head teacher or Deputy Head teacher will continue to deal with the incident if necessary.
- All relevant members of staff will be kept informed.
- Parents of both the victim and perpetrator will be kept informed and invited in for a meeting if necessary.

- In more extreme cases, a member of the school leadership team may contact external support agencies (including the police) to support individuals.
- If there is the potential for the incident to be a criminal offence, Gloucestershire Police will be contacted.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to prevent repeated bullying, hate crimes or incidents from taking place.
- Appropriate disciplinary action will be taken. If the incidents continue it may result in the bully/bullies/perpetrator being excluded.
- Victims will have access to a range of support and resolutions.
- Bullying, hate incident and hate crime data will be accurately recorded and collated. If a hate incident/crime has happened, these specific terms will be used when recording and dealing with the issue.
- Where a bullying or hate incident disclosure leads to a concern regarding safeguarding, the school safeguarding policy will be followed.
- Where appropriate, a restorative approach will be taken when dealing with bullying, hate incidents/crimes to modify behaviours and support both the victims and perpetrators. They will have access to a range of support and resolutions; In some circumstances the Pastoral Support Worker may work with children who have been affected by or involved in the incident, on a specific programme of work.
- Advice may be taken from Victim Support for school guidance, and/or one to one support and advocacy with pupils and their families (0808 281 0112 [www.victimsupport.org.uk](http://www.victimsupport.org.uk)).

### **Legal Framework**

The school follows the guidelines set out in the following documents and policy:

Education Act 2002

Education (Pupil Exclusions and Appeals) Regulations 2002

Behaviour and Discipline in Schools. DfE Statutory Guidance 2011

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/488034/Behaviour\\_and\\_Discipline\\_in\\_Schools\\_-\\_A\\_guide\\_for\\_headteachers\\_and\\_School\\_Staff.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools_-_A_guide_for_headteachers_and_School_Staff.pdf)

Legal Action for schools published by the DfE – Bullying in Schools

<https://www.gov.uk/bullying-at-school>

Discrimination Rights

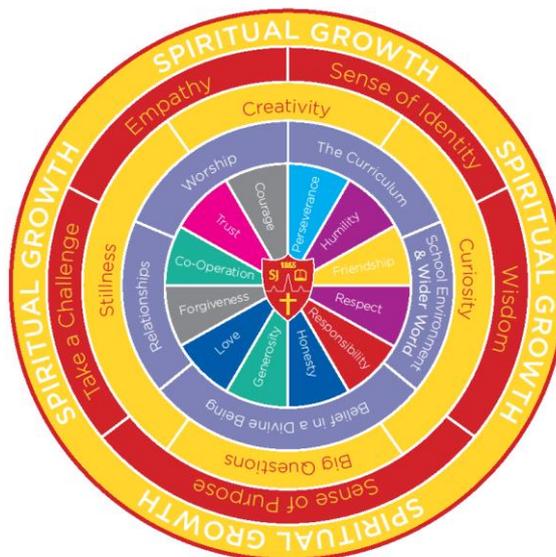
<https://www.gov.uk/discrimination-your-rights>

### **Our school values and vision**

All aspects of behaviour management and approaches to tackling bullying and hate are linked to our Christian values. Our values and vision were drawn up in consultation with children, staff and other members of our school community. We have also condensed these into our three school rules which are easy for the children to remember when they feel angry or upset.

Value	Vision
<b>Friendship</b>	We show care, courtesy and consideration towards others at all times
<b>Respect</b>	We treat others as we would want to be treated and take care of property and the environment
<b>Courage</b>	We try our hardest and we are brave even when we find things difficult
<b>Trust</b>	We can be relied upon to carry out all tasks properly and to support one another
<b>Honesty</b>	We always tell the truth
<b>Co-operation</b>	We share and co-operate with others in learning and play
<b>Perseverance</b>	We keep trying our hardest even when things are difficult
<b>Humility</b>	We are willing to take advice and always help others
<b>Love</b>	We all matter
<b>Responsibility</b>	We are responsible for one another as well as ourselves
<b>Forgiveness</b>	We learn from everything
<b>Generosity</b>	We willingly give our time and talents to help others
Our School Values Led Rules <b>READY</b> <b>We are ready to learn</b> <b>RESPECTFUL</b> <b>We show respect to all that God created including ourselves</b> <b>SAFE</b> <b>We are all safe</b>	

Policies to be read to support this policy include: Behaviour Policy, Special Needs, Looked After Children, Pupil Premium, Child Protection and Safeguarding, Teaching & Learning and the Prevent Protect Agenda against radicalisation.



Appendix 1 Spiritual Growth Wheel