

Anti-Bullying and Hate Policy

Version 1.3

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NEXT REVIEW DATE

By Staff	By Full Governors
July 2021	July 2021

VISION AND AIMS

At Dursley Church of England Primary Academy we are passionate about working with children, families and communities.

Within our Christian foundation we aim to nurture in our children a sense of awe and wonder in the world around us and through our teaching, a life long love of learning that best prepares them for our ever changing world.

We are very proud of our Academy, we believe it is a truly special place, which offers the highest possible quality education for every child.

Our Academy Motto

Together We Shine Brightly

Our Academy Vision

To provide the highest quality education in the context of Christian belief and practice.

Our Academy Values

Perseverance, Responsibility, Thankfulness, Forgiveness, Respect, Friendship

Statement of Intent

We at Dursley Primary Academy are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Academy. If bullying does occur, all pupils should feel able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* Academy. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff. All staff, parents/carers and pupils work together to prevent and reduce any instances of bullying at the academy.

This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying. These strategies, such as learning

about tolerance and difference as part of the school's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the academy.

Legal framework

The Education and Inspections Act 2006 outlines a number of legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Behavioural Policy, which is communicated to all pupils, school staff and parents.

1.1. This policy has due regard to legislation, including, but not limited to, the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998
- Education Act 2011

1.2. This policy has been written in accordance with DfE advice, including, but not limited to:

- DfE 'Preventing and tackling bullying' (2017)

1.3. This policy will be implemented in conjunction with the school's:

- Behaviour Policy
- E-safety Policy

Why is an anti-bullying policy necessary?

We believe that our pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If an Academy is well disciplined and organised, it can minimise the occurrence of bullying.

It is important therefore that the Academy has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

TYPES OF BULLYING?

Many different kinds of behaviour can be considered bullying and can be related to almost anything. Teasing another pupil because of their appearance, religion, ethnicity, gender, sexual-orientation, home life, culture, disability, or special educational needs are some of the types of bullying that can occur.

It can be:

a). **PHYSICAL**

A child can be physically punched, kicked, hit, spat at, etc.

b). **VERBAL**

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c). **EMOTIONAL / EXCLUSION**

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

d). **DAMAGE TO PROPERTY OR THEFT**

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

In addition it can be of a Hate nature

Racist bullying: Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.

Homophobic bullying: Bullying another person because of their actual or perceived sexual orientation.

Transphobic bullying: Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.

Sexist bullying: Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

Sexual bullying: Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension/dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

Prevention

The school clearly communicates a whole-school commitment to addressing bullying in the form of a written statement which is regularly promoted across the whole school.

All reported or witnessed instances of bullying in the school are investigated by a member of staff.

Staff encourage pupil co-operation and the development of interpersonal skills through the use of group work and pair work.

All types of bullying are discussed as part of the curriculum, and diversity, difference and respect for others is promoted and celebrated through various lessons.

Seating arrangements in class will be changed and organised in a way that prevents instances of bullying.

Potential victims of bullying are drawn into working groups with children who do not abuse or take advantage of them.

Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.

All members of the school community are made aware of the school's Anti-bullying Policy.

All staff members receive training on identifying and dealing with the different types of bullying.

A safe, supervised place is available for pupils to go to at lunch if they are involved in conflict with their peers, or wish to avoid a bully.

All staff offer an 'open door' policy allowing pupils to discuss any bullying, whether they are victims or have witnessed an incident.

Before a vulnerable pupil joins the school, the pupil's **class teacher** and the **designated safeguarding lead** will develop a strategy to prevent bullying from happening, this will include giving the pupil a buddy to help integrate them into the school.

SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Is frightened of walking to or from the Academy
- Doesn't want to go on the Academy
- Begs to be driven to the Academy
- Changes their usual routine
- Is unwilling to go to the Academy (Academy phobic)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Has bed-wetting problems
- Feels ill in the morning
- Begins to do poorly in Academy work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises

- Comes home starving (money / lunch has been stolen)
- 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 & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Remember that your silence is the bully's greatest weapon!

- Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- Fighting back may make things worse. If you decide you want to fight back, talk to a teacher or parent/guardian first.
- Generally it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

IF YOU KNOW SOMEONE IS BEING BULLIED

- TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

AS A PARENT

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend the Academy, feel ill regularly, or not complete work to their normal standard.

- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- c) If you feel your child may be a victim of bullying behaviour, inform the Academy IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse!
- e) Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f) Make sure your child is fully aware of the Academy policy concerning bullying, and that they must not be afraid to ask for help.

AS AN ACADEMY

- a) Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- b) Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the Together Curriculum and in particular its Keeping Healthy, Keeping Safe strand.
- c) Regular worships will address the subject of bullying as part of a Keeping Healthy, Keeping Safe focus.
- d) Regular theme weeks, performances and national days will also be used to address bullying.
- e) Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- f) Review the Academy Policy and its degree of success annually.
- g) The Academy Staff will continue to have a firm but fair discipline structure. The rules will be few, simple and easy to understand.
- h) Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, etc.
- i) Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- j) Encourage pupils to treat everyone with respect.
- k) We will treat bullying as a serious offence and take every possible action to eradicate it from our Academy.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. As part of this process APPendix 1 will be used to gather

information. If any degree of bullying is identified, the following action will be taken:

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the **victims** in the following ways:

- a. by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose.
- b. informing the victims' parents/guardians.
- c. by offering continuing support when they feel they need it.
- d. arrange for them to be escorted to and from the Academy premises.
- e. by taking one or more of the seven disciplinary steps described below to prevent more bullying.

We also discipline, yet try to help the **bullies** in the following ways:

- f. by talking about what happened, to discover why they became involved.
- g. informing the bullies' parents/guardians.
- h. by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- i. by taking one or more of the seven disciplinary steps described below to prevent more bullying.

DISCIPLINARY STEPS

1. They will be warned officially to stop offending.
2. Informing the bullies' parents/guardians.
3. We may arrange for them to be escorted to and from the Academy premises.
4. If they do not stop bullying they may be excluded for a minor fixed period (one or two days).
5. If they then carry on they may be recommended for exclusion for a major fixed period (up to five days).
6. If they will not end such behaviour, they may be recommended for permanent exclusion (expulsion).
7. Due to the potential for sexist, transphobic and sexual bullying to be characterised by inappropriate sexual behaviour, staff members involved in dealing with the incident are required to consider whether there is a need for safeguarding processes to be implemented.

Policy Cross Reference - safeguarding

This policy should be read in conjunction with the policies below, in order to ensure full statutory safeguarding requirements are met:

Child protection, behaviour, anti-bullying, first aid and medication, positive handling and restraint, health and safety, sex and relationships education, complaints, acceptable users policy, SEN, transport, School/setting trips, attendance.

Appendix 1 – Bullying Report Form

This form will be sent to the Headteacher upon completion:

Personal details

Name of person reporting incident:		
Name of pupil(s) being bullied:		
Sex:		
Year group:		
How may we contact you (please circle)?		
	At school	At home
Home address:		
Email:		
Telephone:		

Incident details

What happened?

Where did the incident take place?

When did the incident occur?

Who has been suspected of bullying?

Did anyone else see the incident?

According to the victim, how often does the bullying take place?

According to the victim, how long has the bullying been going on?

Impact of the bullying

What emotional impact has the bullying had on the pupil?
Was anyone physically hurt?
Did anyone need medical attention?
Has anyone else been informed of the bullying?
If so, when were they informed?
If not, why has the incident not been reported?

Help and support

What type of help and support are available to the victim?

Do you have any concerns about reporting the bullying?

What more do you think could be done to help prevent instances like this in future?