



Meadowside Primary School

Anti-Bullying and Hate Policy

Reviewed March 2021

Next Review: March 2022

MEADOWSIDE PRIMARY SCHOOL

ANTI-BULLYING AND HATE POLICY

We 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 and hate incidents of any kind are unacceptable at our school. If bullying or hate incidents do occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that a bullying or hate incident is happening is expected to tell the staff.

This policy should be applied in conjunction with the school's Behaviour Policy, with which it is closely associated.

Objectives

- 1) To educate our school community as to what bullying and hate is
- 2) To reduce bullying and hate incidents in our school
- 3) To ensure that incidents are disclosed and dealt with quickly and appropriately

What Is Bullying?

Bullying is if someone does something unkind to you,

Several Times On Purpose.

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Gender/sexual orientation because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Social media and You Tube
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

This definition has been shared with and agreed by, staff, pupils, families and the Governing Body

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

What is considered a hate crime/incident?

Definition: "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.

Protected characteristics under current legislation are: disability, race, religion or belief, sexual orientation, transgender identity.

Why is it important to respond to Bullying and Hate?

Bullying and hate crime hurt. No one deserves to be a victim of bullying or hate crime. Everybody has the right to be treated with respect. Pupils who are bullying or committing hate-related incidents need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying and hate crime:

NAME IT!

Start Telling Other People

Aims

The aims of implementing this policy are:

- to develop positive relationships between children
- to maintain the caring ethos of the school community, in which all pupils feel valued and secure
- to prevent conflict between children at an early stage
- to ensure that any reported incidents are dealt with sensitively, promptly and effectively

Guidelines

The following strategies will be used both to prevent and deal with bullying and hate incidents

STOP is taught and displayed:-

Several Times On Purpose = Start Telling Other People

- Circle Time – to develop co-operation and build self esteem
- School Council – to encourage shared understanding and responsibility
- Implementation of the Behaviour Policy – to provide a framework for a consistent approach to deal with inappropriate behaviour
- Small group and individual teacher/teaching assistant/ pupil discussions – to provide a forum for listening
- PSHE Life Skills Lessons and Assemblies – to promote the personal, social and health of all pupils
- High profile learning during national Anti-bullying week.

Procedures

Please see our flowchart created by the children, staff and Governors

1. Report bullying or hate incidents to staff verbally
2. The bullying/hate behaviour or threats of bullying/hate must be investigated and outcomes and consequences recorded on CPOMS
3. All staff will be made aware of any pupils whose behaviour is being monitored, to ensure vigilance at playtimes/lunchtimes.
4. In all cases parents should be kept informed
5. A formal meeting may be called, to include teachers, SLT, parents or Governors, to discuss the problem
6. An action plan may be drawn up and reviewed following the formal meeting
7. Support and intervention will be provided for pupils involved

If there is a potential for an incident to be a criminal offence, Gloucestershire Constabulary (via Schoolbeat officer, local policing team) should be contacted.

What to do if I witness a bullying or hate incident/crime

If you are a witness to bullying or hate crime, you have a responsibility to report it.

Anyone can report an incident of bullying or hate - students, staff, parents /carers, the wider community, or any member of the school community.

The Governing Body of the school will be informed of serious concerns regarding the behaviour of any pupil. The SLT will raise the matter and, if appropriate, keep the Governing Body informed of ongoing developments. Any exclusion or known risk of exclusion will be brought to the attention of the Governing Body to determine the next appropriate course of action in accordance with its statutory responsibilities.

Formation and Consultation

This policy is reviewed annually, referencing guidance from Gloucestershire Safeguarding Children Board. The policy will be monitored by the Teaching and Learning Committee of the School's Governing Body, and by the Senior Leadership Team.