



Thrupp Primary School

Anti-Bullying and Hate Policy

Approved by: Staff & Standards Committee	Date Approved: November 2024
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Thrupp Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment.

Introduction

At Thrupp Primary School we are dedicated to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. All members of our school community have rights: The right to learn, be safe and be respected. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. If bullying does occur, we encourage pupils to share information.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place. (Equality Act 2010, Children's Act 2004 and KCSIE 2020)
- The school will work closely with other professional agencies to ensure that children stay safe.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) will be used throughout the school to improve pupils' relationships with each and reduce the opportunities for bullying to occur.
- Proactive teaching strategies of PSHE [Personal, Social and Health Education] that follows our online P.S.H.E scheme of work) will be used throughout the school to improve pupils' relationships with each and reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created and maintained within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What Is Bullying?

The children were all asked this question and the school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves. Bullying is mean and results in worry, fear, pain and distress to the victim/s.

Pupils use the ACRONYM– STOP (Several Times On Purpose) to help identify and recognise what Bullying is and isn't.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual - unwanted physical contact or sexually abusive or sexist comments
- Homophobic - because of/or focusing on the issue of sexuality. Using words like 'gay' as an insult.
- Online/cyber - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones (see section below and also Internet Safety and Acceptable Use policies)

- Disability - Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.
- Classist – deciding if someone is from a particular social class, usually if they are seen to be rich and poor and bullying them because of this.
- Religious (discriminating against someone due to their set of beliefs)

Cyberbullying - Online bullying and harassment

Online bullying and harassment via Instant messaging, mobile phone texting, e-mail and chat rooms are potential problems that can have a serious effect on pupils. Our school has a range of strategies and policies to prevent online bullying, outlined in various sections of this policy.

These include:

- No access to public chat-rooms, Instant Messaging services and social media.
- Pupils are taught how to use the Internet safely and responsibly, and are given access to guidance and support resources from a variety of sources.

We encourage pupils to discuss any concerns or worries they have about online bullying and harassment with staff, and have a range of materials available to support pupils and their families.

Complaints of cyber-bullying are dealt with in accordance with our Anti-Bullying Policy.

Complaints related to child protection are dealt with in accordance with school child protection procedures.

As defined by the College of Policing 2014, a hate incident is any incident, which may or may not constitute criminal offence, which is perceived by the victim, or any other person, as being motivated by hostility or prejudice.

A hate crime is any hate incident, which constitutes a criminal offence, which is perceived by the victim, or any other person, as being motivated by hostility or prejudice. A hate crime or incident may be:

Verbal abuse, intimidation, threats of violence, hoax calls, abusive phone or text messages, hate mail, online abuse, displaying or circulating discriminatory literature or posters, harm or damage to things / belongings or graffiti.

Much bullying, hate crimes or hate incidents are of a covert nature, indeed, simply bringing it into the open sometimes goes a long way towards solving the problem.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends (relational conflict), name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

What are the Signs and Symptoms of bullying?

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

- is frightened of walking to or from school
- changes their usual routine/route to school

- begins truanting
- 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
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- comes home starving (snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

What can you do if you are being bullied?

Wherever people are in school, they have the right to feel safe. Nobody has the right to make anyone feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you. The children were all asked this question and we have included some of their strategies in the list below:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group; bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and give it to a member of staff (or ask a friend to give it to a member of staff)
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?)
- Keep a diary of what's been happening and refer to it when you tell someone
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline.

What can you do if you see someone else being bullied?

(The role of the bystander/witness)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have also discussed this question in class and some of the strategies they suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.

- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and give it to a member of staff.
- Call a helpline for some advice.

Bullying of children with Special Educational Needs

Thrupp Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are. We have children who have learning disabilities and/or communication difficulties and/or physical disabilities. We educate pupils to support them to celebrate differences.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Thrupp Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
10. If possible, the pupils will be reconciled.
11. The incidents will be recorded by staff using incident bullying forms. These forms will then be reviewed by the Head teacher and kept on file. (Incidents will be alerted to the Head teacher so that she/he can track incident books)
12. Parents/carers of both the victim and the bully will be informed of all incidents that are recorded. They will be told the facts and how the school has followed the incident up. They will be asked to support the school in the handling of the incident. If the bullying is of a very serious nature, or if it has happened on more than one occasion the parents/carers will be invited to come into school for a meeting to discuss the problem.

Every attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.

14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. Bullying incidents will be discussed regularly at staff meetings.
16. The Head teacher will inform Governors on serious bullying incidents to the in the termly Head teacher's report.
17. If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

The following consequences may be used:

The children have also discussed this question in their classes and some of the consequences they suggested are included in the list below:

- Apologise immediately to the victim(s) verbally or in writing
- 1:1 support for the bully to help them change their behaviour
- Lose Golden Time
- Lose playtimes (stay with class teacher or shadow the member of staff on duty)
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Work collaboratively with the Head teacher
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Involving the whole school community in writing and reviewing the policy
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Involve the School Council in the writing and review process of the policy
- Awareness raising through regular anti-bullying assemblies (Involvement in The National Anti-Bullying Week)
- PSHE scheme of work from Reception to Year 6 used to support this policy - SCARF
- Internet Safety Day, ways to stay safe online.
- Circle time on bullying issues
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama/dance activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Prominently displaying anti-bullying posters produced by the children around the school
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff
- Involvement of the Schools Beat officer: PC Mark Weedon

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Following an annual review any amendments will be made to the policy and everyone informed. An annual report will then be issued to governors and a summary to all parents.

Related Policies/Guidance: **Behaviour Policy**, **Internet Safety**, **Acceptable Use** and **Whistleblowing** policy

(Appendix: Behaviour incident form)

Sources of further information support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

- [Anti-Bullying Alliance](http://www.anti-bullyingalliance.org.uk) www.anti-bullyingalliance.org.uk
- [Beatbullying](http://www.beatbullying.org.uk) 0845 338 5060 www.beatbullying.org.uk
- [Bullying Online](https://www.familylives.org.uk/) <https://www.familylives.org.uk/>
- [Childline](https://www.childline.org.uk/) 0800 1111 (helpline for children) <https://www.childline.org.uk/>
- [Kidscape](http://www.kidscape.org.uk) 08451 205 204 (helpline for adults only)
- [NSPCC](http://www.nspcc.org.uk) 0207 825 2500 www.nspcc.org.uk
- [The Children's Legal Centre](http://www.childrenslegalcentre.com) 0845 345 4345 www.childrenslegalcentre.com

The following information can be downloaded from:

www.bullying.co.uk

Gloucestershire Hate Crime reporting options:

Police Emergency 999 / Non-emergency 101 Alternative reporting routes 0800 077 8460

Text: HATE to 80800

www.gloshate.org

Crimestoppers (Witness only): 0800 555111

National Hate Crime reporting options:

- Police funded website : www.report-it.org.uk
- Safe to Learn: Embedding anti-bullying work in schools:
- Cyber-bullying Guidance and Resources. Safe to Learn
- Cyber-bullying Summary Leaflet
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational