

Castle Hill Primary School Anti Bullying & Hate Incidents Policy



Reviewed on: September 2021

Next Review date: September 2022

Reviewed by: Headteacher & The Governing Body

Review frequency: Annual

As a committed member of UNICEF and a follower of the conventions in everything we do, we are a rights respecting school.

Therefore in writing this policy, we relate to Articles 1,2,31.

This policy should be read in conjunction with:

- Keeping Children Safe in Education
- Early Help Offer
- The school Behaviour and Cyberbullying Policy
- Safeguarding Policy
- Relationships and Sex Education Policy
- Staff Code of Conduct
- The safeguarding response to 'Children who go Missing in Education'
- Specific guidance about the role of designated safeguarding lead (including the identity of the designated safeguarding lead and deputies)
- Working Together to Safeguard Children
- Guidance for Safer Working Practice
- Safe Recruitment Good Practice Guide
- Attendance Policy
- Acceptable Use Policy
- Data Protection Policy
- Health and Safety Policy
- Complaints Policy

Definition of Bullying

Bullying is a deliberate act that results from a conscious desire to hurt, threaten or frighten someone. It is an abuse of power resulting in pain and distress to the victim, who has in no way provoked the bullying. This can be a campaign over a period of time but it can also be an isolated incident.

Bullying can be physical, verbal, emotional, racist or sexual.

Definition of Hate Incident/Crime

A hate incident is defined as: "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 (2019) hate crime legislation are named: disability; race; religion or belief; sexual orientation; and transgender identity.

Gloucestershire also includes: age; gender (sex); and alternative subcultures, eg homeless.

At Castle Hill School we will not tolerate bullying/hate incidents. All incidents will be taken seriously and dealt with firmly. It is recognised that Hate Incidents/Crimes can be more impactful 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.

It is our aim to provide a safe, secure learning environment that fosters equality of opportunity, mutual respect and cooperation between all staff and pupils.

All types of bullying are treated seriously- including homophobic, cyber, lesbian gay bi sexual and trans gender, racist, Gypsy, Roma and Traveller.

What can parents expect?

At the start of each new term pupils will be made aware of the standard of behaviour expected and a reminder of what constitutes bullying behaviour.

During assemblies and class or group discussions, children will learn how to deal with threatening behaviour.

Once a year, an Anti- Bullying and Hate Topic will be taught in school as part of the P.S.H.C.E programme. The SEAL materials will be used to do this.

A buddy system will be put into place if it is felt a victim needs further support.

All teaching and non-teaching staff working in the school will be expected, during their interactions with both adults and pupils, to present a positive role model of fair and non threatening behaviour.

All reports of bullying will be investigated thoroughly and will include interviews with both the bully and the victim. A written record will be kept of each incidence of bullying and in serious incidents, will be passed to the Governing Body so that they remain informed on such matters.

We have clear guidelines and procedures for recording and reporting of hate incidents/crimes to be included in the countywide data (through the Gloucestershire County Council).

If a hate incident/crime has happened - We will use the terms both in recording and dealing with issues. The school may deem it appropriate to take a restorative approach when dealing with Hate Crime incidents to modify behaviours and support both the victims and perpetrators.

All staff will be kept informed of any cases of bullying/hate incidents to ensure that they are monitored and do not escalate.

Parents will be informed by the Head Teacher of any incidents of bullying/hate incidents in which their child is involved. The Head Teacher and the parents will work together to discover any underlying problems causing the bullying and offer support to modify the behaviour.

Subsequent behaviour of a similar nature will be dealt with firmly by the Headteacher and Governors.

Victims of bullying/hate incidents will be assigned to a member of staff who will offer them support. Details of staff are available from the Head and the Office. A " Bubble Box" can be found in KS2 classrooms. This is for any pupil who feels that they wish to convey an anonymous message. A member of staff will empty the box regularly.