

# Anti-Bullying and Hate Policy



**Providing the rich soil that enables  
our children to develop deep roots and flourish.**

Please read this policy in conjunction with the school Safeguarding Policy 2022 alongside the guidance found in the Gloucestershire Safeguarding Children's Partnership Handbook

[www.gscp.org.uk/handbook](http://www.gscp.org.uk/handbook) and the guidance on safer working practices outlined in [www.dcsf.gov.uk/everychildmatters/safeguardingandsocialcare/safeguardingchildren/safeguardingadvisernetwork/sanetwork](http://www.dcsf.gov.uk/everychildmatters/safeguardingandsocialcare/safeguardingchildren/safeguardingadvisernetwork/sanetwork)

**Chair of Governor:** Dr Holmes

**Approved by:** FGB Committee

**Approved on:** Autumn Term One 2022

**Review Date:** Autumn Term One 2023

**Other relevant policies:** Positive behaviour handbook, Special Educational Needs & Disabilities Positive Behaviour Handbook and Home School Agreement, Safeguarding Policy

# **Anti-Bullying Policy**

## **1 Purpose of the Policy**

- 1.1 The purpose of this policy is to provide the children, parents, staff and governors of Amberley Parochial School with clear guidelines on how the school defines bullying and how bullying is dealt with when it occurs.
- 1.2 This policy has been drawn up in consultation with children, parents, staff and governors. It is reviewed by the governors and staff.

*As a church school we identify Christian Values that underpin the whole school and the wider community. These values inform our school's vision, aims and ethos. The values that relate particularly to this policy are compassion and trust.*

## **2 Aims and Objectives**

- 2.1** At Amberley Parochial School we aim to provide a safe, secure and supportive environment where children learn and socialise with all members of the school community displaying tolerance, sensitivity and respect. This policy relates specifically to bullying. For further details concerning our general safeguarding procedures, please refer to our Safeguarding (Child Protection) Policy.

We aim to:

- Create a climate where bullying is not accepted in any form, including racial bullying, sexual bullying, bullying related to sexual orientation or disabilities
- Prevent bullying from starting
- Ensure staff respond consistently and appropriately to bullying
- Empower victims of bullying to seek help
- Involve everyone in acting against bullying
- Support those involved in bullying to change their behaviour

## **3 What is bullying? – See Appendix A**

We define bullying as any behaviour which is deliberately hurtful, either physically or emotionally, which is repeated over a period of time. It includes physical, verbal and indirect forms of bullying.

It is distinct from conflict which is part of everyday life. It is not:

- A one off fight or argument
- A friend sometimes being nasty
- An argument with a friend
- Falling out with friends on occasional basis

## **4 Preventing Bullying**

The school aims to prevent bullying from starting through the taught and wider curriculum by:

- Raising awareness about bullying and the anti-bullying policy
- Increasing understanding for victims and building an anti-bullying ethos
- Teaching children how to relate positively to others through collaborative group work
- The use of videos and other resources to raise awareness and understanding of the issues surrounding bullying
- The use of circle time and the PinK curriculum to explore feelings and issues and look at differing points of view

## **5 Reporting Bullying – See Appendix B**

Parents who believe their child is being bullied should make an appointment to discuss the concerns with either the Class Teacher or the Headteacher.

A meeting will then be arranged with the relevant parties to listen to the facts from all sides and discuss intervention strategies for dealing with the problem. These strategies need to be agreed by all parties. This meeting would normally involve the parents of the victim, the victim, class teacher and Headteacher.

Staff awareness is raised through the staff meeting and teachers ensure all support staff are aware of any children to be monitored during lessons, lunch and playtimes.

Lunchtime supervisors and teaching assistants report any incidents of poor behaviour or concerns about bullying to either the Headteacher or teachers at the end of each playtime.

## **6 Procedures**

A combination of strategies for dealing with incidents of bullying will be drawn on to fit the circumstances of particular cases as it is felt that a single strategy is not likely to provide a complete solution to the problem.

In most cases the children involved will be carefully monitored and any incidents recorded.

The school will keep up regular communication with the parents of the victim, explaining action taken.

The Headteacher will normally contact the parents of the bully to involve them in any communication and inform them of actions put in place to improve behaviour.

## **7 Implementation**

All staff, parents and pupils are made aware of the Hate anti-bullying policy and bullying is treated consistently throughout the school according to the policy.

## **8 Monitoring**

The Headteacher and Governors will monitor the effectiveness of the policy through focused walks, lesson observations, communication with parents and regular communication during staff meetings and school and class councils.

## **9 Evaluation**

Using data from monitoring activities, such as School Improvement Questionnaires, focussed walks and lesson observations and feedback from parents, pupils and staff, the Headteacher and Curriculum Governors will review and update the policy annually according to the Governors Yearly Planner.

## **10 Complaints**

If a parent is unhappy about how allegations of bullying have been dealt with or feel that a problem has not been addressed, then a parent should:

- Arrange to meet with the Headteacher
- If the Headteacher is unable to resolve the matter, the parent should write to the chair of governors

## Appendix A

### WHAT IS BULLYING?

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**”.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

### **Bullying Directed Towards Race, Gender, Sexual Orientation, Disability or towards Gypsy, Roma and Traveller children**

Amberley will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. In addition, will not tolerate any bullying directed at Gypsy, Roma or Traveller children. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

### **Racial Bullying/Harassment**

Racial bullying will not be tolerated in Amberley and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into school, incites others to behave in a racist way or writes racist insults, the strategies in the Racial Equality Strategy will be implemented.

A full investigation will be carried out, recording incidents in the school incident book and on Gloucestershire LA forms. Amberley has a duty to develop children’s understanding of ethnic diversity issues and explore racial tolerance in PSHE and Citizenship lessons, in Religious Education lessons and in school assemblies.

Amberley guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Governing Body and LA as required.

### **Sexual Bullying**

Sexual bullying affects boys and girls. **A case of proven sexual assault is likely to lead to the exclusion of the perpetrator**

Sexual bullying can be characterised by:

Abusive name calling

Looks and comments about appearance, attractiveness, emerging puberty

Sending offensive or suggestive text messages or e mails

Inappropriate and uninvited touching

Sexual innuendoes and propositions

Pornographic material, graffiti with sexual content

In its most extreme form sexual assault

The use of the word ‘gay’

Sexual bullying can also be related to sexual orientation. Children do not necessarily have to be lesbian, gay or b-sexual to experience such bullying.

### **Bullying of children with Special Educational Needs or disabilities**

Abusive name-calling

Looks and comments about intellectual ability

Refusal to co-operate in work or play

Comments directed at the help or support of a Teaching Assistant

### **Cyber Bullying**

Cyber bullying can be defined as: 'the use of Information and Communication Technology(ICT) particularly mobile phones and the internet, deliberately to upset someone else.

#### **Cyber bullying takes different forms:**

Threat and intimidation

Harassment or cyber-stalking

Defamation

Exclusion or peer rejection

Impersonation

Unauthorised publication of private information or images (including what are sometimes misleadingly referred to as 'happy slapping' images)

Manipulation

Some cyber bullying is clearly deliberate and aggressive, but it is important to recognise that some incidents of cyber bullying are known to be unintentional and the result of simply not thinking about the consequences. It is important that children are made aware of the effects of their actions

**This policy should be read in conjunction with our Acceptable Usage policy**

### **Recourses and information**

[www.childline.org.uk](http://www.childline.org.uk)

[www.nspcc.org.uk](http://www.nspcc.org.uk)

**KIDSCAPE Parents Helpline**

**0845 1 205 204**

**Family Lives**

**0808 800 222**

## Appendix B

### **MY CHILD IS BEING BULLIED – WHAT SHOULD I DO?**

At Amberley Parochial School, we recognise that bullying occurs in all forms at some time or other.

If your child is unhappy and you know or suspect that they are being bullied the following information should help.

1. Read the school's Hate and anti-bullying policy, which is available from the reception area of the school, the school office or on our website.
2. Even if your child asks you not to, make an appointment to discuss the concern with a teacher or the Headteacher. You need to inform the school rather than deal with the problem yourself.
3. Remember we will take all concerns seriously no matter how small or trivial they may seem.
4. All cases will be treated sensitively and confidentially. We will not do anything to make the bullying worse.

## **Appendix C**

### **COPING WITH REPORTS OF BULLYING**

#### **Information for Staff**

##### **Reports from Parents**

1. Recognise that the parents might well be upset and angry
2. Keep an open mind – bullying can be difficult to detect
3. Remain calm and understanding
4. Make it clear that something will be done
5. Explain the school policy and make sure procedures are followed.
6. Refer the matter to the Head or Senior Teacher

##### **Reports from children**

1. Get all the facts and record them
2. Inform the Headteacher and relevant support staff
3. Monitor the situation and involve parents if you feel it is necessary

##### **The Head or Senior Teacher will:**

1. Arrange a meeting, ask for details and record the information
2. Contact the parents of the bully to involve them in the procedure
3. Make a further appointment to explain actions and review the situation
4. Follow up with staff to ensure the appropriate action has been taken.



## Bullying & Harassment Incident record

Date report filed	
Name of person reporting incident	
Details of person being bullied/harassed	
Location of incident	

### Details of people involved

Name	Age	m/f	Ethnic Origin	In care?	Role (ringleader/witness/assistant/bystander/victim)	*level of involvement

\*levels of involvement - 1 = very involved. 2=involved, 3=slightly involved. 4= only indirectly involved

### Details of incident - tick as appropriate

Physical aggression	Name calling/teasing	Damaging or taking possessions	Spreading nasty rumours/nasty notes
Deliberate excluding	Texting	Threat	Extortion

### Frequency and duration of racist behaviour – tick as appropriate

Once or twice	Persisting throughout 2 months
Several times each week	Persisting for more than a year