

Slimbridge Primary School

Anti-Bullying & Hate Policy

Introduction

Bullying is a systematic action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally; it is wrong and damages individual children.

Hate is any incident of bullying (verbal or physical abuse, online harassment, threats etc) perceived by the victim, or any other person, as having a prejudicial element.

At Slimbridge Primary School we do all we can to prevent bullying or hate, by developing a school ethos in which this behaviour is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

Purpose

This Policy sets out how our school/setting effectively prevents and manages incidents of bullying. It covers **all types** of bullying such as homophobic/transphobic, cyber, lesbian, gay, bi-sexual and transgender, racist, Gypsy, Roma and Traveller children etc., and describes the processes, tools and techniques used by all sections of the school/setting and the wider community to ensure all incidents of bullying though rare, are recorded and effectively dealt with.

Through the use of the Gloucestershire PHSE & Safeguarding Curriculum 'PinK': People IN the Know, Jigsaw and 'No Outsiders' the school/setting can evidence they have addressed issues of Bullying & Hate in an age appropriate way.

Children are supported to identify bullying through the anagram STOP – 'Several Times On Purpose', and are made aware of ways to stop it when incidents arise.

This policy is reviewed annually for effectiveness by key stakeholders, approved by the Governing Board, and made available to the wider public on the school's website.

Aims and Objectives

This Policy and associated processes, tools and techniques used aims to produce a consistent and effective school response to incidents of bullying as they occur. We aim to make all those connected with the school aware of our opposition to bullying, and make clear each person's responsibilities with regard to the eradication of bullying in our school.

The Role of the Governors

This Policy is the responsibility of the Governing Board who collectively support the Head Teacher in all attempts to eliminate bullying from our school. The policy makes it very clear that the Governing Board does not allow bullying or Hate incidents to take place in our school, and that any incidents that do occur are taken very seriously and dealt with appropriately. The Head Teacher reports all incidents of bullying or Hate to the Chair of Governors, they are also logged on CPOMs and this is regularly monitored by Governors.

The Governing Board responds within ten school days to any written request from a parent to investigate incidents of bullying or Hate incidents. In all cases, the Governing Board notifies the Head Teacher and asks her to conduct an investigation into the case and to report back to the Chair of Governors.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to ensure that all staff (both teaching and non-teaching) are aware of the schools Anti-Bullying and Hate Policy and know how to deal effectively with incidents of bullying and Hate. The Head Teacher reports to the Governing Board about the overall effectiveness of this Anti-Bullying and Hate Policy on request. The Head Teacher monitors incidents logged on CPOMs. Any 'Hate' incident is recorded and reported through the section 175 audit.

The Head Teacher ensures that all children know that bullying motivated by racism, homophobic etc is wrong, and that it is unacceptable behaviour in the school setting. The Head Teacher draws the attention of children to this fact at suitable times; assemblies, PHSE, group meetings, and through STOP posters around the school. If an incident occurs, the Head Teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour is wrong, and what sanctions will be used. The Head Teacher ensures that all staff receive sufficient training to be equipped to effectively deal with all incidents of bullying and Hate and what the two mean.

The Head Teacher sets the school culture of mutual support and praise for success, so making inappropriate behaviour less likely. When children feel they are important and belong to a friendly and welcoming school, bullying and Hate is far less likely to be part of their behaviour.

The Role of the Teacher

Teachers in our school take all forms of bullying and Hate seriously, and intervene to prevent incidents from taking place. They record all incidents on CPOMs from their class and from around the school. For incidents of Hate teachers would instigate the Prevent procedures.

If teachers or non-teaching staff working in the school witness an act of bullying or Hate, they do all they can to support the victim and immediately informs the Head Teacher. If a child or parent/carer raises a concern about potential bullying or hate, staff will monitor

closely and record any incidents to evaluate if this is a 'one off' incident or targeted 'bullying, and then follow the procedures outlined in this policy.

If teachers become aware of any bullying or hate incidents taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has been bullied and explain why the action of the bully was wrong. Likewise, we spend time talking to the child who has been bullying to help them change their behaviour in the future. Where appropriate this can include getting the victim and bully to discuss the incident.

Staff understand that children who carry out Hate acts are unlikely to be motivated by 'Hate', and that often a lack of awareness is at the root of the problem. Staff will use PHSE materials to educate the child about the diversity of our world, encouraging inclusion, tolerance and acceptance of colour, culture, gender or sexual identity etc. If necessary, the incident will be reported to Home Office helpline. Open Monday to Friday from 9am to 6pm (excluding bank holidays).

Email: counter.extremism@education.gsi.gov.uk

Telephone 020 7340 7264

If a child is repeatedly involved in bullying other children, the Head Teacher and the special needs co-ordinator must be informed. The Head Teacher will then invite the child's parent(s) into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies such as Outreach, Behavioural Support or the Police.

Teachers attempt to support all children in their class and to establish a culture of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The Role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying or hate, should contact the Head Teacher immediately.

Parents have a responsibility to support the schools Anti-Bullying' and Hate Policy and to actively encourage their child to be a positive member of the school.

Monitoring and Review

The implementation of this policy and associated processes, tools and techniques is monitored on a day-to-day basis by the Head Teacher, who reports to governors about its overall effectiveness on request.

Governors analyse information provided to identify patterns and trends, though incidents of Bullying at Slimbridge School are rare and tend to be isolated.

This Anti-Bullying and Hate Policy is the Governors responsibility and is reviewed annually. For further information or support with this please contact either; Rebecca.Richardson@victimsupport.org.uk (County Hate Crime Coordinator) or Steph.lawrence@gloucestershire.pnn.police.uk (Police Hate Crime Coordinator)