



Pauntley C of E Primary School

Anti Bullying & Hate Crime Policy

School Mission Statement Stepping out boldly with God

'Jesus said, follow me.' Matthew 9.9

Pauntley is an inclusive and caring school of choice. We are child-focussed, with core values to enable us all to follow Jesus's example and so flourish and contribute to the local community and the world God loves.

Safeguarding- Child Protection

Pauntley Church of England Primary School takes its duty for safeguarding our pupils very seriously. We comply with all government and local authority policies in this respect. We have a designated Governor with responsibility for child protection. Kay Selwyn is the Designated Safeguarding Lead (DSL) and all staff and visitors report any concerns to her.

Please refer to our Child Protection Policy for further details.

1. Introduction

1.1 What is bullying and hate crime incidences?

Bullying is unacceptable behaviour, either by an individual or group, which is repeated overtime, that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at Pauntley is considered to be, "unacceptable behaviour which occurs lots of times and on purpose."

Bullying can be short term or continuous over long periods of time.

Bullying is not a one off incident.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, biting, hitting, punching or any use of violence
- Racial: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic/ Biphobic/ Transphobic: because of, or focussing on the issue of sexuality/ gender
- Direct or indirect Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying: All areas of internet ,such as email and internet chat, Twitter, Facebook misuse, Mobile threats by text messaging and calls, misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles

Unacceptable behaviour may be related to:

- Race/ Ethnicity, e.g., Eastern European; Gypsy, Roma or Traveller
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia, biphobia, transphobia

Unacceptable behaviour can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

What is a Hate Incident?

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).

Hate incidents are any non-crime incidents which are perceived by the victim or any other person, to be motivated by hostility or prejudice towards that person's:

- Disability or perceived disability
- Race or ethnicity or perceived race or ethnicity
- Religion or belief, or perceived religion or belief (this also includes those who have no religion or belief)
- Sexual orientation or perceived sexual orientation
- Transgender identity or perceived Transgender identity

Hate incidents can feel like crimes to those who suffer them and often escalate to crimes or tension in a community. For this reason the police are concerned about incidents but can only prosecute when the law is broken, this is when an incident becomes a crime, however they will work with partners to try and prevent any escalation in seriousness.

What is a Hate Crime?

Hate Crimes are any criminal offence which is perceived by the victim or any other person,

to be motivated by (because of) hostility or prejudice towards that person's:

- Disability or perceived disability
- Race or ethnicity or perceived race or ethnicity
- Religion or belief, or perceived religion or belief (this also includes those who have no religion or belief)
- Sexual orientation or perceived sexual orientation
- Transgender identity or perceived Transgender identity

This can be committed against a person or property.

A victim does not have to be a member of the group at which the hostility is targeted. In fact, anyone could be a victim of a hate crime. For example, if someone shouts homophobic abuse at you, you are still the victim of a homophobic hate crime, whatever your sexual orientation. There is also a wider impact on those that share an identity but may not themselves have been targeted.

Name It! Report It

To report hate crime, call School Beat Officer PC Greg Steer or the local policing team through Gloucestershire Police on 101 or 0800 0778460. In an emergency, call 999 immediately. It's an emergency if:

- Life is threatened
- People are injured
- Offenders are nearby
- Immediate action is required

Under the current hate crime legislation, it is important to name the characteristic crime; disability, race, religion/belief, sexual orientation and transgender identity, and in Gloucestershire it also includes age, gender and alternative subcultures, eg homeless.

The school may deem it appropriate to take restorative approach when dealing with Hate Crime incidents, to modify behaviour for both victims and perpetrators.

1.2 Bullying incidents are logged and a record is kept in the Behaviour file. All incidents are followed up and support given to the victim and perpetrator. Parents/Carers are involved and a plan is established to resolve the issue.

1.3 The log is analysed by teaching staff and the headteacher to see if there is a pattern to any of the incidents and whether they meet our definition of bullying.

2. Aims and Objectives

2.1 Unacceptable behaviour is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

2.3 This policy aims to produce a consistent school response to any incidents that may occur.

2.4 Pauntley C of E Primary School is committed to ensuring equal treatment of all its employees, pupils and any others involved in the school community. **2.5** We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. Tackling bullying is everyone's responsibility.

3. The Role of Governors

3.1 The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not permit bullying to take place in our school, and that any incidents of unacceptable behaviour that do occur are taken very seriously and dealt with appropriately.

3.2 The governing body monitors any incidents that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all unacceptable incidents and to report to the governors about the effectiveness of school anti-bullying strategies.

4. The Role of the Headteacher

- 4.1** It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with unacceptable incidents. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy.
- 4.2** The Headteacher promotes an anti-bullying culture.
- 4.3** The Headteacher will ensure that all staff receive sufficient training to be equipped to deal with all incidents of unacceptable behaviour.
- 4.4** The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5. The Role of the Teacher

- 5.1** Teachers report, record, report and deal with incidences of bullying immediately. They report these to the Headteacher at the first available opportunity.
- 5.2** If teachers witness an act of unacceptable behaviour, they do all they can to support the child who has been affected. They will make a record in the log of disrespectful incidents. Furthermore, the teacher will look to provide support to the perpetrator, trying to understand what has led to the behaviour and providing the support that will ensure that it does not happen again. If teachers do become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying (in line with the school's behaviour policy). They will spend time talking to the child who has bullied and explain why the action of the child was wrong. Teachers will endeavour to help the child change their behaviour in the future. If a child is repeatedly involved in bullying other children the Headteacher will invite their parents into school to discuss the situation and resolve any issues. If initial discussions prove to be ineffective, the Headteacher may seek further help and advice and contact external support agencies.
- 5.3** Teachers look to promote anti-bullying at all times.
- 5.6** Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of unacceptable behaviour.

6 The Role of Parents

- 6.1** Preventing bullying and dealing effectively with it when it happens, demands a strong partnership between teachers, pupils and parents. Good communication between everyone involved is essential. Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or the Headteacher immediately to discuss their concerns.

- 6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- 6.3 The school expects all parents to act as positive role models, treating each other and staff with respect at all times.

7 Monitoring and Review

- 7.1 This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy at Governor meetings.
- 7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They will do this by discussing any incidents of unacceptable behaviour with the Headteacher. Governors may also analyse information with regard to gender, disability, age and ethnic background of all children involved in incidents.

Date of Policy: May 2020

Reviewed: May 2020

Next review: May 2021