



## Pencoys Primary School

### Anti-bullying Policy

Review- June 2022

#### Rationale behind the policy:

Bullying, in any form, will not be tolerated at our school. As a 'listening and telling' school we are committed to the creation of a positive and safe learning environment for all.

Bullying is present to a greater or lesser extent in all institutions. All members of the school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a potentially serious effect on a pupil's self esteem, emotional and mental health. This may prevent them from developing their full potential and could seriously affect their life chances. Our school's definition of bullying is:

**Bullying can be defined as an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person.**

#### It can be:

- **Physical:** hitting, kicking, stealing or hiding belongings, sexual assault
- **Verbal or written:** name calling, insulting, racist remarks, offensive sexual remarks, taunting, mocking, threatening language, producing offensive graffiti
- **Indirect/emotional:** spreading nasty stories, excluding from groups, forced joining of groups, graffiti, defacing property, displaying literature or materials of a racist, sexist or pornographic nature
- **E-bullying:** using web pages, offensive or abusive text or email messages, sending offensive or degrading images by phone or via the internet.

#### Bullying takes many forms. It can be:

- Race, religion or culture
- Sexual orientation [or alleged orientation] or of a sexual or sexist nature
- Disability or SEN
- Appearance or health

**Purpose of the policy:**

- To promote the school's aims and values
- To develop a positive and safe learning environment in which bullying will not be tolerated
- To promote inclusion, mutual respect, self esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community
- To raise the standards of behaviour and levels of achievement of all.

**Guidelines for implementing the policy:**

- There needs to be recognition that anyone can be a bully or a victim and that bullying can take many forms
- It is recognized that the Head teacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the community accept collective responsibility for the successful implementation of this policy
- Pupils are encouraged to report all incidents of bullying, whether they are victims or bystanders
- All staff will respond to student, staff or parental concerns seriously and support the agreed procedures.

**Our proactive strategies include:**

- We are a listening and telling school. This is the message that will be promoted at all times and with all audiences
- There is an agreed collective responsibility to address incidents of bullying observed
- The school Council will include bullying as an agenda item
- Peer support for pupils will be promoted
- Parents will be encouraged to actively support the policy at parents evening by signing the home school agreement and promoting the school Behaviour Policy
- The issue of bullying will be raised annually in order to maintain awareness of the issue through school assemblies, pictorial displays and posters and circle time
- Every opportunity will be taken to promote the school ethos and endorse the 'Diamond rules for life'
- Every member of staff will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in our school
- The Governing Body and SLT will monitor bullying via staff meetings, learning walks, lesson observations and parent and pupil questionnaires
- Bullying will be addressed through the PSHEe and citizenship curriculum
- All staff will have the opportunity to receive training through attending internal or external professional development, reviewing policies and discussion.

## **Our reactive strategies**

- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour. Staff will gather evidence and consult their line manager for support if needed
- In all cases details of the incident and action taken will be recorded. Parents of the victim and the bullying child will be kept informed
- If it is a serious incident, temporary or permanent exclusion will be considered after a full review of the facts
- Bullying incidents will be logged in class log files, the bullying log and more serious incidents will be reported formally to County
- This policy applies to all school staff, governors, pupils and visitors to the school
- A Governor will have responsibility for maintaining an overview of behavioural and bullying issues
- A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body responds within ten days to any request to investigate and must inform the HT who will assist with the case.

## **Bullying outside school**

The Head teacher has the power to respond to bullying and behaviour involving pupils whilst out of school; be it on a school trip; school activity or whilst out in the community. Conduct that threatens the health and safety of pupils, staff or members of the community will not be tolerated. The Head teacher will consider the evidence available and if the claim is proven will impose sanctions in line with the school's general behaviour policy. In serious cases where an offence may have been committed the Head teacher will contact the local police.

## **Hate Crime**

Hate crimes are any incidents, whether a crime or not, motivated by hostility or prejudice towards an individual due to their:

- race;
- religion;
- sexual orientation;
- gender identity; or
- disability.

### **Protected characteristics**

- race – a person's ethnicity, nationality, country of origin, skin colour, etc.
- religion – a person's religion or faith, even if they have no religion.
- sexual orientation – a person's sexuality, whether they are heterosexual, homosexual, bisexual, asexual, etc.
- gender identity – an individual who is transgender or perceived to be transgender.
- gender - a person's sex

- disability – any person with:
- physical impairment;
- life-limiting illness;
- sensory disability;
- mental ill-health;
- learning disability;
- visual difference; or
- diagnosis on the autistic spectrum

It does not matter if the person targeted has the characteristic that the prejudice is directed toward. Only that they are perceived to have that characteristic or belong to that community.

The definition covers criminal and non-criminal incidents. It is irrelevant whether the behaviour is a criminal offence. Hate Crime covers a range of behaviours, including:

- discrimination;
- exclusion;
- verbal abuse;
- physical assault;
- bullying including cyber-bullying; and
- inciting hatred

Hate Crime can manifest in the school environment. Educating the perpetrator about their language and impact may be preferable. All incidents are recorded and reported to the local authority. If it is believed a crime has been committed any such incident will also be reported to the police.

Responses may involve action and support from various agencies for both the victim and the perpetrator, for example, support from statutory services and voluntary groups relating to the five protected characteristics.

### **Reviewing the policy**

The policy will be monitored and evaluated annually involving representatives from all stakeholders and or in response to questionnaires and meetings.

**Agreed: June 2021**

**Signed: A. Craig**

**Head teacher**

**Review date: June 2022**

**Signed: N. Wilce**

**Chair of governors**