ANTI-BULLYING AND HATE POLICY

This policy was written by Pupils, Staff and Governors in September 2016 and updated in December 2018.

Together with Ellwood Primary School Policies for Behaviour, Safeguarding and Child Protection, Health and Safety, Equality and Internet Safety, Working Together to Safeguard Children 2018, Keeping Children Safe in Education September 2018, it forms our overall policies for safeguarding.

Statement of Intent

At Ellwood School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a ***TELLING*** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

All staff remain alert and proactive to any form of bullying throughout the school day.

Our aim:

- To promote the well-being of all pupils.
- To prevent, reduce and eradicate all forms of bullying.
- To offer an environment free from all forms of abuse.
- To have a consistent approach to dealing with incidents of bullying.
- To promote a whole school approach, where signals and signs are identified and swift and effective action is taken.
- To ensure that all pupils, staff and parents are aware of this policy and their obligations.

What is bullying?

It is particularly important to distinguish bullying behaviour from mere conflict between children. Bullying is said to happen if:

- It is deliberate, hurtful behaviour
- It is repeated over time
- It is difficult for those being bullied to defend themselves

- It is difficult for those who bully to learn new appropriate behaviours
- The person who bullies has, and exercises power over the victim

Bullying can take many forms and this policy is linked to all types of bullying (such as disability, mental ill health, cyber, religious, LGBT+, race, Gypsy, Roma and Traveller children and alternative sub culture etc.).

What is a hate incident?

A hate **Incident** is **any** incident, which **may or may not** constitute a criminal offence (Hate Crime), which is perceived by the victim or any other person as being motivated by prejudice or hate based on a persons: race or perceived race, religion or perceived religion, sexual orientation or perceived sexual orientation, mental illness, disability or perceived disability, or who is transgender or perceived to be transgender (please note this list is not exhaustive). These can take many forms such as:

- Verbal abuse or insults, e.g. detrimental comments, abusive language and 'jokes', offensive leaflets and posters, abusive gestures, dumping of rubbish outside homes or through letterboxes.
- Harassment (unwanted behaviour that a person finds intimidating upsetting, embarrassing, humiliating or offensive), bullying and victimisation.
- Physical attacks, such as physical assault, damage to property, offensive graffiti, neighbourhood disputes and arson.
- Threat of attack, including offensive letters, abusive or obscene telephone calls, groups hanging around to intimidate and unfounded, malicious complaints.

Why do we believe it is important to respond to bullying?
Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.
We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching, non-teaching staff, pupils and parents should be aware of the school's anti-bullying policy.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Prevention
We will use a variety of strategies for helping children to prevent bullying. As and when appropriate, these may include:
- Be involved in discussion about writing school and class rules

- Sign a whole school agreement
- Write stories or poems or draw pictures about bullying
- Read stories about bullying or have them read to a class or assembly
- Use role play and 'hot-seating' to help create feelings of empathy
- Circle time
- Have discussions about bullying and why it should not happen
- The school has a range of strategies in place to help children work and behave co-operatively in order to minimise the possibility of bullying taking place.
- We take part in the National Anti-bullying week in November, involving all children in discussions about acceptable behaviours and ensuring all children know what procedures should be followed
- We have regular school assemblies focused around PSHE themes of bullying, friendship and expected behaviour and values
- The School has a clear behaviour policy that rewards positive behaviour. The school rules are clear and straightforward and focus on positive attitudes
- The school takes a pro-active stance towards challenging behaviour at lunchtime; we also have a variety of lunchtime provision which involves keeping all children engaged and active at lunchtimes to avoid unwanted behaviour
- Our Family Support Worker is available at lunchtimes and at other times of the day to meet with and support pupils, if needed.
- Children are encouraged to help perpetrators and victims reflect upon their actions
- Both children and parents are made aware of how to use the internet safely and of the possibilities of cyber bullying
- Class Council Agendas have a standing item question of 'How Safe and Happy children feel at school'. Feedback will be given at School Council meetings.
- All new families are made aware of the school rules and the Anti-Bullying policy and it is available on our school website.
- Each year parents, pupils and staff sign a Home School Agreement.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work

- Comes home with clothes torn
- Has possessions which are damaged or 'go missing'
- Has unexplained cuts or bruises
- Comes home hungry (lunch has been taken)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received
- Gives improbable excuses for any of the above
- Is unable to make friends easily.
- Slow or limited progress.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures – Children

1. Report bullying incidents to staff - we are a **TELLING** school.
2. Pupils are encouraged to report possible bullying to any member of staff they trust, friend or family member.
3. Pupils can post messages in the worry boxes for the class teacher or family support worker.
4. Drop in and see Mrs Charles our Family Support Worker.
5. Bystanders are also encouraged to speak out and tell an adult or their peers.
6. Parents should be informed and will be asked to come in to a meeting to discuss the difficulties and discuss them with their child/ren.
7. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
8. The bullied child will be supported through strategies such as buddies and opportunities to talk to an adult; using positive strategies to develop self-esteem.
9. Staff or outside professionals will strive to support the bully / bullies.

Procedures – Staff

1. All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the class teacher in the first instance.
2. All staff are responsible for the Health and Well-being of the children and have a duty to respond seriously to any claim of bullying.
3. If they are unable to investigate the matter they must refer it to a senior member of staff.

4. The Head Teacher will also be informed of this and if bullying is confirmed, it will be logged in the schools behaviour log folder.
5. Teaching Assistants and Lunch time supervisors should report bullying to the class teacher in the first instance.
6. All forms of bullying (including sexting) will be recorded by the Head Teacher.

Procedures – Parents

- Parents are encouraged to share concerns with their child's class teacher or a member of the senior management team.
- If serious cases are reported, parents should be informed and ask to come in and attend a meeting.
- If concerns remain, the Head Teacher should be contacted.

Outcomes – Victim

1. The bullying behaviour or threats of behaviour must be investigated and the bullying stopped.
2. Victims will be reassured that they have done nothing to deserve the bullying and that what happened is not their fault.
3. The victim will be consulted with on how to rebuild relationships with the perpetrator, if they wish to.
4. Referral to the FSW or outside agency may be needed.
5. Following investigations, staff will monitor and periodically "check in" with children that have been the victim of bullying to ensure that the child feels happy and secure in school. In serious cases, suspension or even exclusion will be considered.
6. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Outcomes – Perpetrator

1. The school's behaviour policy will be followed.
2. Most importantly, the perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence.
3. Children are helped to reflect on their actions and to empathise with how the bullied child may feel.
4. Children that have bullied are supported to modify their behaviour – this may be through: FSW time, record letter, behaviour chart, structured lunch times and playtimes. Parents may need to become involved in this and will need to reinforce that bullying is unacceptable.
5. Other consequences may be needed such as: red behaviour slip, loss of privileges and bullies made to apologise.

Signed: *D.Milford* (Head Teacher)
Reviewed: December 2018 (Only Keeping Children Safe in Education added)
Next review: December 2020

This policy will be reviewed annually.