

A nurturing inclusive learning community that enables everyone to be their best



CALTON
PRIMARY SCHOOL



CALTON
PLAYGROUP

CALTON PRIMARY SCHOOL AND PLAYGROUP
Anti-Bullying and Hate Policy

Approved by Committee: Full Governing Body

30th January 2023

Next renewal date: 24/25

At Calton Primary and Calton Playgroup, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

- ☐ Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- ☐ Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- ☐ Foster good relations between people who share a protected characteristic and people who do not share it.

We are committed to providing a caring, friendly and safe environment, for all of the pupils at our school, so that they can learn in a relaxed and secure atmosphere. We treat everyone with consideration. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils are aware that they can tell an adult and know that incidents will be dealt with promptly and effectively.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning them. It is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

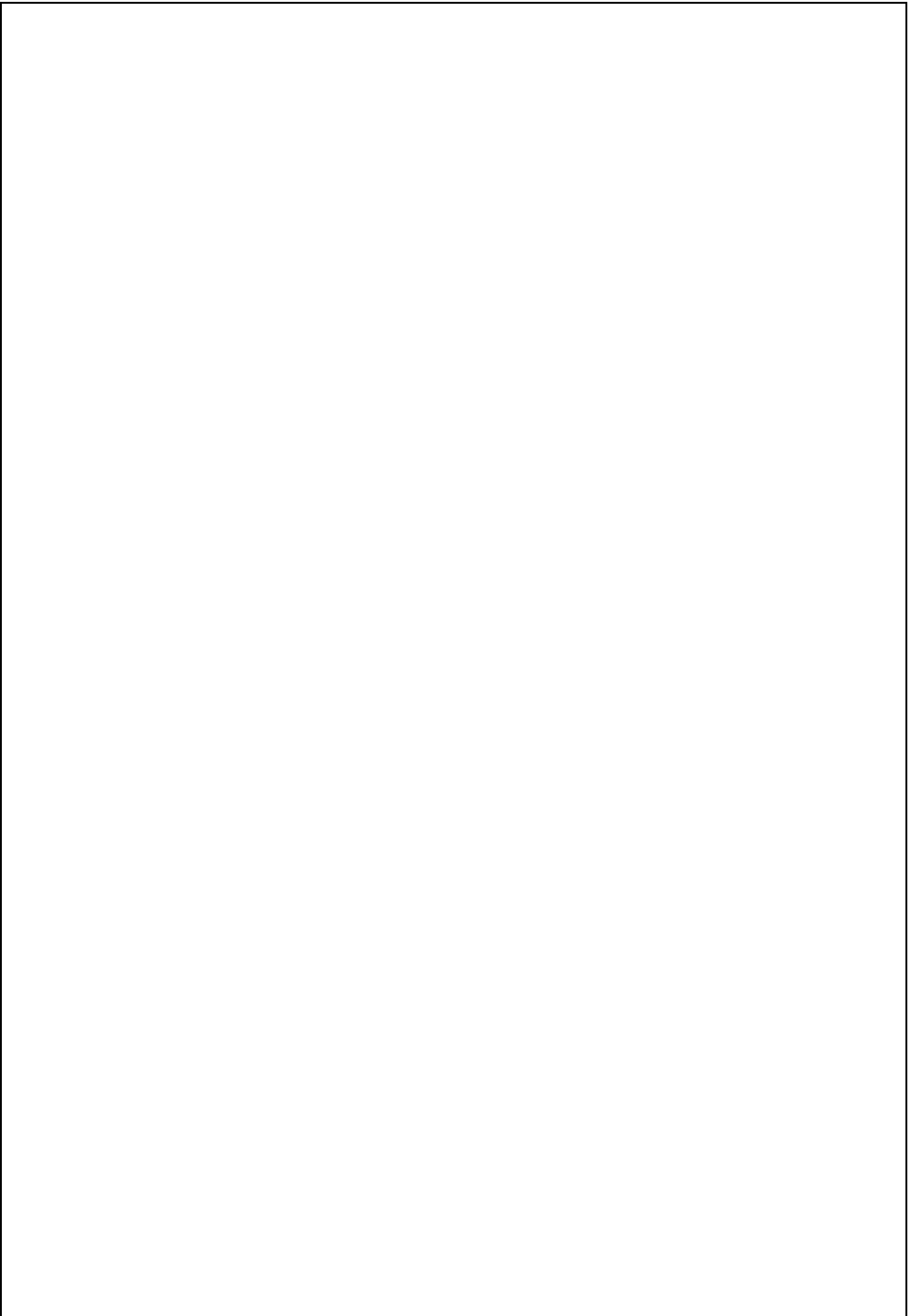
Bullying is repeated over time. STOP - Several Times On Purpose

Bullying makes those being bullied feel powerless to defend themselves. Bullying therefore is:

- ☐ Deliberately hurtful.
- ☐ Repeated, often over a period of time.
- ☐ Difficult for victims to defend themselves against.

Bullying can take many forms but the main types are: Additional information on bullying can be found on the Gov.uk website

- ☐ Physical - hitting, kicking taking other's belongings.
- ☐ Emotional - Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force
- ☐ Indirect/emotional - spreading nasty stories about someone, exclusion from social groups, being the subject of malicious rumours.
- ☐ Racist - racial taunts, graffiti, gestures.
- ☐ Homophobic - focussing on the issue of sexuality. Homophobic, biphobic and transphobic bullying is unacceptable
- ☐ Verbal - name calling, insulting, making offensive remarks, sarcasm, spreading rumours
- ☐ Extortion (demanding money/goods with threats).
- ☐ Cyber (all areas of internet, email and internet chatroom misuse. Mobile threats by text messaging and calls. Misuse of associated technology e.g. camera and video facilities including those on mobile phones
- ☐ Peer on Peer in all its forms e.g. bullying, relationship, domestic violence, sexual exploitation, gender based violence.



Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. We will pay particular attention to:

- ☐ Racial harassment and racist bullying.
- ☐ Sexual bullying.
- ☐ The use of homophobic language.
- ☐ Bullying of pupils who have Special Educational Needs or Disabilities.

This policy should be read in conjunction with our Child Protection and Safeguarding Policy.

What are the signs and symptoms of bullying?

A child may indicate by signs or behaviours that they are being bullied. Anyone working with the children in our school, should be aware of these possible signs and should investigate if the person;

- ☐ Is frightened of walking to or from school.
- ☐ Doesn't want to go into certain areas of the school e.g. toilets,
- ☐ Changes their usual routine.
- ☐ Is unwilling to go to school (school phobic).
- ☐ Becomes withdrawn, anxious or lacking in confidence.
- ☐ Becomes aggressive, abusive, disruptive or unreasonable.
- ☐ Starts stammering.
- ☐ Threatens or attempts to run away.
- ☐ Cries themselves to sleep at night or has nightmares.
- ☐ Feels ill in the morning.
- ☐ Performance in school work begins to drop.
- ☐ Comes home with clothes torn, property damaged or 'missing'.
- ☐ Has unexplained cuts or bruise.
- ☐ Bullying others.
- ☐ Changes in eating habits.
- ☐ Is frightened to say what is wrong.
- ☐ Gives improbable excuses for their own behaviour.

What causes Bullying?

People bully for different reasons. The reasons could be:

- ☐ To feel powerful.
- ☐ Jealousy.
- ☐ To feel good about themselves.
- ☐ To be in control.
- ☐ Because they want something (attention, possession or friends).
- ☐ To look good in front of other people.
- ☐ To feel popular.
- ☐ Because of peer pressure.
- ☐ For fun.
- ☐ Because they are being bullied themselves.
- ☐ Because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way).

How we can prevent Bullying

All of the staff at Calton Primary School and Calton Playgroup foster a clear understanding that bullying, in any form, is not acceptable. This is done by:

- ☐ Developing an effective practice so that the school is a safe and happy environment, where the attitudes, behaviour, and relationships amongst the children has a positive impact on their learning and achievement.
- ☐ Regular praise of positive and supportive behaviour by all staff.
- ☐ Providing a school curriculum which develops empathy and emotional intelligence. PSHE lessons are taught using the school Jigsaw curriculum.
- ☐ Working with the Pastoral Team to develop and improve good social skills.
- ☐ Any incidents are treated seriously and dealt with immediately and in accordance with the school's Restorative Practice procedures/processes.

Why is it important to respond to bullying?

Bullying Hurts!

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

Objectives of this Policy

- ☐ All governors, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- ☐ All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- ☐ All parents, carers and pupils should know what the school policy is on bullying, and what they should do if bullying arises.
- ☐ As a school we take bullying seriously. Parents, carers and pupils should be assured that they will be supported when bullying is reported.
- ☐ Bullying will not be tolerated.

Procedures in School for Reporting Bullying

Step 1

Pupil can voice his/her concerns and worries through the use of the school "worry monster". The Pastoral Team will check the box and share the concerns with the pupil's class teacher.

or

Pupil will report any incidents to the Class Teacher, Learning Partner, a member of the Pastoral Team, Lunchtime Supervisors or other adults in the school. Any incidents of bullying will be passed on to a member of the Pastoral Team where it will be dealt with and recorded in accordance with the Relational Policy. If the bullying occurs at lunchtime, the Lunchtime Supervisors will record the incident and pass on to a member of the Pastoral Team.

or

In some cases parent/carers will report directly to the child's class teacher, Phase Leader or Head Teacher to voice their concerns.

In all three of these scenarios, the issue will be recorded in line with the Relational Policy.

Step 2

The pupil and other parties will meet with the member of the Pastoral Team to discuss the facts and a way forward will be suggested. The Pastoral Team and class teacher will also work with the pupil/pupils in an attempt to change their behaviour. The teacher and other adults will monitor the situation for a short period of time. At the end of each school day the teacher will feedback to the parent/carer any relevant information regarding their child and the current situation.

Step 3

If the situation continues the Head Teacher will inform the parent/carer and arrange a meeting with them and all of the parties involved. Agreed actions and strategies will be discussed and the situation will be reviewed after a few days. The pupil/pupils will continue to work with a Pastoral member of staff individually or in a small group working towards improving their behaviour.

Step 4

If the situation is still unresolved, the school will approach external agencies who will offer help and advice and possibly work with the pupil/pupils involved. The Chair of Governors will be informed that the school has contacted the Local Authority for support.

Step 5

If further intervention is needed the Head Teacher and Chair of the Governors will inform and seek advice from the Local Authority Head of Inclusion Services. Incidents and conversations with pupils and parents/carers will be logged on CPOMs (Child Protection Online Systems)

If a child reports bullying it is important that they are listened to and their feelings accepted. We must not make judgements.

The preferred approaches for dealing with bullying are in line with Restorative Practice approaches. Our aim is to stop the bullying and not to allow it to become hidden or move to another victim. At all times in this process, we must be mindful of safeguarding the individuals and not place them in a situation within which they feel uncomfortable. Blame is not a helpful term when dealing with bullying and tends to create greater friction. Instead, by highlighting the need for the bully to put right the impact of their actions and change accordingly we can often affect change.

We will do this by:

They will be reassured that they do not deserve to be bullied and this is not their fault. We will assure that it is right to report the incident.

- ☐ Encouraging them to talk about how they feel.
- ☐ Try to ascertain the extent of the problem.
- ☐ Engage them in making choices about how the matter may be resolved.
- ☐ Try to ensure that they feel safe.
- ☐ Discuss strategies for being safe and staying safe.
- ☐ Ask them to report immediately any further incident to us.
- ☐ Affirm that bullying can be stopped and that our school will persist with intervention until it does.
- ☐ Involve their friends/older pupils in peer support/peer mediators.

We may then adopt strategies from the following list as appropriate:

- ☐ We will speak with the pupil (or pupils) involved in bullying separately and, when ready, will bring all pupils together in line with Restorative Practice. The bully (bullies) will be asked to genuinely apologise.
- ☐ We will listen to their version of events.
- ☐ We will talk to anyone else who may have witnessed the bullying using Restorative Practice approaches.
- ☐ We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- ☐ We will seek a commitment to the end.
- ☐ We will affirm that it is right for pupils to let us know when they are being bullied.
- ☐ We will consider sanctions under our school's Relational Policy.
- ☐ We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- ☐ We will ensure that those involved know that we have done so.
- ☐ When bullying occurs, we will contact the parents of the pupils involved at an early stage.
- ☐ We will keep records on CPOMS of incidents to check that the bullying has not started again.
- ☐ We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.

Our policy will be to use discretion to respond flexibly and in an appropriate way to each incident.

Bullying outside the school premises

We are not directly responsible for bullying that occurs off the premises however we know that bullying can occur outside the school gates and on journeys to and from school. As a school we will continue to take this seriously and follow our Relational Policy accordingly.

Concerns, Complaints and compliments

We recognise that there may be times when parents/carers feel that we have not dealt well with an incident of bullying and we would ask that this is brought to the Head Teacher's notice. If the Head Teacher cannot resolve these concerns informally, parents/carers can raise their concerns more formally through the school Complaints Procedures.

We would also be pleased to receive Compliments - feedback from parents/carers when things have gone well.

Hate Crime:

There is no legal definition of a hate crime. However, the police and the Criminal Prosecution Service (CPS) have an agreed definition of hate crime as:

"any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender"

There is a distinction between a hate crime and a hate incident.

“A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender”

Where a hate incident amounts to a criminal offence, and is based on one of the five protected characteristics, it is known as a hate crime.

The type of conduct which will be considered as a hate incident is wide ranging and includes the following:

- ☐ verbal abuse;
- ☐ harassment;
- ☐ bullying or intimidation;
- ☐ physical attacks;
- ☐ threats of violence;
- ☐ hoax calls, abusive phone or text messages, hate mail;
- ☐ online abuse;
- ☐ displaying or circulating discriminatory literature or posters;
- ☐ graffiti;
- ☐ arson;
- ☐ throwing rubbish in a garden; and ☐ malicious complaints.

As a parent/carer:

- ☐ Look for unusual behaviour. For example, your child may suddenly not wish to attend school, may feel ill regularly, or may not complete work to his/her normal standard.
Inform the school immediately you suspect bullying.
- ☐ Advise your child not to fight back.
- ☐ Reassure your child that there is nothing wrong with her/him.
- ☐ Make sure you and your child are aware of the Anti-bullying Policy.
- ☐ Do not get involved personally with other parents.

As a member of staff:

- ☐ Record all incidents of bullying or any form of hate crime on CPOMS and follow onto one of the Designated Safeguarding Leads
- ☐ Deal quickly, firmly and fairly with any complaints. Refer to victim support if appropriate.
- ☐ Encourage pupils and staff to form positive relationships towards others.
- ☐ Ensure that bullies are counselled and/or sanctioned appropriately.
- ☐ Ensure that victims of bullying are given help, advice and support by appropriate staff or outside agencies.
- ☐ Ensure that all staff, teaching and educational support staff, are given appropriate information and training where necessary, in respect of the Anti-Bullying and Hate Crime Policy.
- ☐ Ensure that the school uses any opportunity to discuss aspects of bullying and hate crime the appropriate way to behave towards each other, e.g. in the PSHE programme or ICT with regards to cyber bullying.
- ☐ Talk to the suspected victim, the suspected bully and any witnesses.

