

# Allensbank Primary School



## Anti-Bullying, Hate Crime, Hate Incidents & Harassment Policy

This policy will be reviewed annually

Head teacher: \_\_\_\_\_

Chair of Governors: \_\_\_\_\_

## **Mission Statement**

Allensbank Primary School is a happy and welcoming school that is committed to providing a friendly, safe and nurturing learning environment for all.

The school embraces diversity, fosters respect and actively strives to ensure high standards for all.

## **Vision Statement**

At Allensbank Primary School everyone works together to ensure that

- We form positive and respectful relationships with others within our diverse school community and show consideration for and actively nurture partnerships with parents, carers and the wider community.
- Through a supportive, nurturing ethos, learners feel valued, are able to express their ideas and emotions, are questioning and enjoy solving problems.
- We lay the foundation for a love of learning through being committed to high quality provision which equips our pupils for ongoing learning, work and life.
- Pupils feel safe and secure, build their resilience and develop strategies which will help them manage their well-being and respond positively in the face of challenge.
- Our learners have high expectations of themselves and strive to achieve their full potential by taking responsibility for their own learning. They help to set personal goals and celebrate successes.
- Pupils build up a body of knowledge and have the skills to connect and apply that knowledge in different contexts.
- They have the space to be curious, inquisitive, generate creative ideas and to critically evaluate alternatives as well as reflect and adapt.
- We have pride and confidence in ourselves whilst learning to work effectively with others, valuing the different contributions we and others make.

## **Anti-Bullying**

### **Statement of Intent**

We at Allensbank Primary School are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn without fear, in a relaxed and secure atmosphere. Bullying, of any kind is unacceptable at our school. If bullying does occur, everyone is made aware that they should tell a member of staff. This will enable any incidents to 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.

## What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The NSPCC defines bullying as a pervasive type of aggression. As with other types of aggression, the harm that is inflicted – whether physical, emotional or both – is intentional. However, bullying has defining features which set it apart from other aggressive behaviours, in that it is repeated, and that the bully or bullies have greater access to power than their victim(s).

There is no legal definition of bullying in Wales. At Allensbank, we use the definition provided by Welsh Government - Rights, respect, equality: Statutory guidance for governing bodies of maintained schools (2019):

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally.”

## Essential components of bullying behaviour

Research suggests that there are five essential components of bullying behaviour. The following components are shared with general aggressive behaviour:

- Intention to harm: bullying is deliberate, with the intention to cause harm. For example, friends teasing each other in a good-natured way is not bullying, but a person teasing another to upset them is bullying.
- Harmful outcome: one or more persons are hurt physically or emotionally.
- Direct or indirect acts: bullying can involve direct aggression, such as hitting someone, as well as indirect acts, such as spreading rumours.

However, bullying also has characteristics that set it apart from other aggressive behaviours:

- Repetition: bullying involves repeated acts of aggression: an isolated aggressive act, like a fight, is not bullying.
- Unequal Power: bullying involves the abuse of power by one or several persons who are (perceived as) more powerful, often due to their age, physical strength, or psychological resilience.

## Types of bullying

Bullying can take many forms but may be:

- Physical – kicking, injuring someone, damaging their belongings or gestures of intimidation.
- Verbal – taunts and name-calling, insults, threats, humiliation or intimidation.
- Emotional – behaviour intended to isolate, hurt or humiliate someone; sly or underhand actions carried out behind the target's back or rumour spreading' bullying that tries to harm the target's relationships or deliberately getting someone into trouble.
- Sexual – unwanted touching, threats, suggestions, comments and jokes or innuendo.

- Online (cyber) – using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video.
- Prejudice-related – bullying of a learner or a group of learners because of prejudice. This could be linked to stereotypes or presumptions about identity.
- Prejudice-related - bullying includes the protected characteristics. (Including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) Prejudice can and does also extend beyond the protected characteristics and can lead to bullying for a variety of other reasons such as social status and background.

### Why is it Important to tell?

Bystanders are the key to resolving bullying. As a 'Telling' school, we all have a responsibility to act in order to stop 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.

Our policy of 'telling' is publicised regularly and it is important that pupils understand that reporting incidents of bullying is not telling tales

### Objectives of this Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

The school expects that:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Isolated incidents of unkind and/or aggressive behaviour, whilst they will be dealt with in accordance with the school's behaviour policy they will not be recorded as bullying incidents.

The school aims to prevent bullying by:-

- Developing a positive respectful anti-bullying ethos
- Promoting co-operation and expecting socially responsible behaviour
- Valuing and celebrating everyone's differences, skills and talents

- Promoting the duty of all bystanders to report or 'tell' of incidents of bullying
- Dealing with all incidents quickly and consistently
- Encouraging all children to seek support
- Communicating and working with parents at the earliest opportunity

### Identification

A child may indicate by signs or behaviour that he or she is being bullied such as becoming shy and nervous, feigning illness or clinging to adults. Their schoolwork may deteriorate. They may lack concentration or truant from school.

These signs and behaviours (among others) could indicate other problems, but bullying should be considered a possibility and should be investigated. Pupils must be encouraged to report bullying if they feel that they are being bullied or if they are aware of the bullying of another.

### Procedures

If bullying occurs we will implement the following procedures, as appropriate, in line with the Welsh Government guidance series 'Challenging Bullying – Rights, Respect, Equality' We will take all incidents seriously and record their occurrence via My Concern.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Headteacher
- The Headteacher/Deputy Headteacher/ Foundation Phase coordinator/ KS2 coordinator will interview all concerned to investigate the incident and establish and record the facts
- Class teachers will be fully informed and asked to monitor the pupil(s)
- Parents will be kept informed
- Where bullying behavior has been established, punitive measures and sanctions will be used as appropriate and in consultation will all parties concerned to prevent further incidents

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the pupil
- Offering ongoing support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents/carers to help change the attitude of the pupil

The school will offer a Restorative Approach and look to repair harm. It may also, depending on the type of incident, use sanctions, these may include;

- Withdrawing privileges
- Segregation on the playground
- Involving parents when necessary
- Loss of break times
- Removal from the class/hall
- Involving appropriate outside agencies
- Lunch time exclusion
- Fixed term exclusion
- Permanent exclusion

### Responsibility

It is the responsibility of all staff, parents and visitors to support the school's Anti-Bullying Policy. They should be aware of the signs of bullying, promote a culture where pupil bystanders have a responsibility to 'tell' and act upon their concerns firmly and promptly in accordance with the school's policy/guidance.

### Pro-Active Measures

To encourage an ethos that discourages bullying tendencies the school has developed the following measures.

- Regular circle time to discuss concerns
- Assemblies to encourage positive behaviour
- Discussion of Bullying within PSE lessons
- Advise parents of our concerns at an early stage
- Deal with each incident quickly and efficiently
- Playground "Buddies"
- Behaviour Policy identifying a range of sanctions
- Positive behaviour rewards

### Pupil Self Help Strategies

Effective communication is essential to ensure every child feels secure and is able to communicate their concerns to somebody who can help. All pupils will be encouraged to speak to someone they trust as soon as they are worried about bullying. The following is a list of possible forms of communication a child can be encouraged to use;-

1. You can tell somebody you trust.
  - Parents
  - Grandparents
  - Teacher
  - Head teacher
  - Friends, sisters and brothers

2. You can write a note and give it to somebody you trust.

- Parents
- Grandparents
- Teacher
- Head teacher
- Friends, sisters and brothers

### Recording bullying incidents

The school will log incidents of bullying via My Concern under the following categories

1. physical
2. verbal
3. emotional
4. sexual
5. online (cyber)
6. prejudice-related

## **Hate crime, Hate Incidents & Harassment**

### Objectives of this Policy

This policy, in partnership with the Anti-bullying policy aims to ensure that Allensbank Primary is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment free from humiliation, harassment, oppression and abuse.

Our school believes that any form of hate crime, hate incident or harassment is totally unacceptable and must not be tolerated and acknowledges it has a legal duty to prevent and tackle all forms of hate crime, hate incidents and harassment behaviour.

This policy is designed to prevent hate crime, hate incidents and harassment wherever possible, to respond consistently in line with agreed procedures should it occur and to provide support to those involved as appropriate.

In setting policy objectives for our school, we have due regard to the Equality Act 2010 general duty to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this means removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.

We will ensure that all pupils, parents, staff, governors, and others are aware of this policy and know that appropriate action will be taken. We acknowledge that hate crime, hate incidents and harassment can and does happen in school as well as in the wider community. We will endeavour to respond appropriately as if it had happened on site by involving external agencies.

## What is hate crime, hate incidents & harassment?

### Definition of hate crime

A hate crime is defined 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.

Hate Crimes can include:

- Physical attack/assault
- Criminal damage, damage to property, offensive graffiti, arson
- Harassment
- Hate mail
- Causing harassment, alarm or distress (Public Order Act 1986)

### Definition of a hate incident

A hate incident is any **non-crime incident** which is perceived by the victim or any other person, to be motivated by a 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 / transgender or perceived to be transgender.

Not all hate incidents will amount to criminal offences, but it is equally important that these are reported and recorded.

Hate incidents can include:

- Verbal abuse, name calling, offensive jokes
- Harassment and insults
- Bullying or intimidation
- Hate mail, abusive phone or text messages
- Malicious complaints
- Online abuse

Hate crime and hate incidents can take many forms, including:

### Disability

Disability hate crimes and incidents are motivated by prejudice against disabled people. This can be related to a perceived or actual disability/additional need.

### Race

Race hate crime and incidents occurs when a child or young person experiences repeated hostile or offensive behaviour against them based on:

- Colour of their skin
- Cultural and religious background or traditions
- Ethnicity or perceived ethnicity



## Religion

Religious hate crime and incidents occur when a child or young person experiences repeated hostile or offensive behaviour against them based on their actual or perceived religion, faith or belief.

## Sexual orientation - Homophobic

Homophobic hate crime and hate incidents often occurs as a result of others' prejudice being directed at a child or young person because they:

- Are lesbian, gay or bisexual
- Are perceived to be lesbian, gay or bisexual because they fit certain stereotypes (e.g. softly spoken boys, girls that like football, etc.)
- Have LGB friends or family members
- Are perceived as being different

## Gender identity - Transphobic

Transphobic hate crime and hate incidents often occur as a result of others' prejudice being directed at a child or young person because they:

- Are transgender
- Are perceived to be transgender
- Do not fit with traditional gender norms (e.g. boys with long hair or wearing make-up, girls playing team sports)
- Have transgender friends or family members
- Are perceived as being different

## Hate incident motivated by sex or gender

### Misogyny

Misogyny is the vocal or active hatred of women in opposition to women's fundamental rights, such as individual liberty and respect.

### Misandry

Misandry is the hatred of, contempt for, or prejudice against men or boys in general.

## Identification

Those experiencing hate crime, hate incidents or harassment may show changes in behaviour such as becoming shy and nervous, feigning illness or clinging to adults. Their schoolwork may deteriorate. They may lack concentration or truant from school.

The school aims to prevent hate crime, hate incidents and harassment by:-

- Promoting a school ethos of positive behaviour and respect
- Valuing and celebrating everyone's differences, skills and talents.
- Challenging and educating about inappropriate language that is; racist, homophobic, sexist, religiously bias, disablist or would be deemed offensive or derogatory by any protected groups named in the equality act

- Encouraging bystanders who witness hate crime, hate incidents and harassment to report or 'tell'
- Dealing with all incidents quickly and consistently
- Encouraging all children to seek support
- Communicating and working with parents at the earliest opportunity

### Procedures

If hate crime, hate incidents or harassment occurs we will implement the following procedures, as appropriate. We will take all incidents seriously and record their occurrence via My Concern.

- If hate crime, hate incidents or harassment is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Headteacher
- The Headteacher/Deputy Headteacher/ Foundation Phase coordinator/ KS2 coordinator will interview all concerned to investigate the incident and establish and record the facts
- Class teachers will be fully informed and asked to monitor the pupil(s)
- Parents will be kept informed assured that their concerns will be responded to with sensitivity
- Confidentiality for anyone who shares information will be respected
- Where incidents of hate crime, hate incidents or harassment has been established, punitive measures and sanctions will be used as appropriate and in consultation with all parties concerned to prevent further incidents
- Follow-up incidents after they have been dealt with and review outcomes to ensure hate crime, hate incidents and harassment has ceased
- Provide on-going support for those involved where necessary
- Signpost parents to free support available within the Welsh Government funded support service with Victim Support – [www.reporthate.victimsupport.org.uk](http://www.reporthate.victimsupport.org.uk)

The school will offer a Restorative Approach and look to repair harm. It may also, depending on the type of incident, use sanctions, these may include;

- Withdrawing privileges
- Segregation on the playground
- Involving parents when necessary
- Loss of break times
- Removal from the class/hall
- Involving appropriate outside agencies
- Lunch time exclusion
- Fixed term exclusion
- Permanent exclusion

### Recording hate crime, hate incidents and harassment incidents

The school will log incidents of hate crime, hate incidents and harassment via My Concern under the following categories - as listed in the 'Challenging bullying, hate crime, hate incidents and harassment' LA guidance document.

#### Hate Crime

1. Disability
2. Race
3. Religion
4. Sexual orientation - Homophobic
5. Gender identity - Transphobic
6. Misogyny / misandry

#### Hate Incidents

1. Disability
2. Race
3. Religion
4. Sexual orientation - Homophobic
5. Gender identity - Transphobic
6. Misogyny / Misandry

#### Harassment

1. Harassment
2. Sexual Harassment / Harmful sexual behaviours
  - 2.1 Normal
  - 2.2 Inappropriate
  - 2.3 Problematic
  - 2.4. Abusive
  - 2.5 Violent

#### Other

1. Gaslighting
2. Other

### Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.