



Naunton Park Primary School

Anti-Bullying and Hate

Policy

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1. Introduction

Everyone at Naunton Park Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. This document outlines how we make this possible at Naunton Park Primary School.

2.0 Aims and objectives

The whole school community (pupils, staff, parents and Governors) are involved in, and responsible for, making Naunton Park Primary School a caring, safe and secure environment in which to work and play together.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding and help build an anti-bullying ethos in the school. Our values of Respect, Resilience, Kindness, Responsible, Curious and Determined underpin these aims.

3.0 Children who may be particularly vulnerable

Some children may have an increased risk of being bullied or be the victims of hate incidents/crimes. Many factors can contribute to an increase in risk, including prejudice, discrimination, isolation, social exclusion and communication issues.

To ensure that all our pupils receive equal protection, we will give special consideration to children who are:

- Disabled or have Special Educational Needs (SEND)
- Pupils with English as an Additional Language (EAL)
- Children in Care (CIC)
- Privately fostered
- Vulnerable to being bullied, or engaging in bullying
- Suffering with, or living with another with, mental health difficulties
- Living in a domestic violence/abuse situation
- Affected by parental substance misuse
- Vulnerable to discrimination and maltreatment on the grounds of: race, ethnicity, religion, faith, sexuality or gender identity including lesbian, gay, bisexual, transgender or questioning (LGBTQ)
- Exposed to radicalisation
- Potentially at risk of honour-based violence, forced marriage, female genital mutilation
- Potentially at risk of gender-based violence
- Involved directly or indirectly in prostitution or child trafficking
- Asylum seekers
- Living away from home
- Living in temporary accommodation
- Living transient lifestyles
- Gypsy Roma and Travellers

- Living in chaotic and unsupportive homesituations
- Exposed to social media and mobile abuse
- Subject to or exposed to Teenage Relationship Abuse
- Parents in prison
- Young Carers

4.0 Definition of bullying, hate crimes and hate incidents

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It may be:

- Physical (pushing, kicking, hitting, punching or any use of violence)
- Emotional (being unfriendly, excluding, tormenting, threatening, gesturing)
- Verbal (name-calling, sarcasm, spreading rumours, teasing)
- Racist (racial taunts, graffiti, gestures, treating people differently because of their race, the colour of their skin)
- Homophobic (taunts or name calling focusing on the issue of sexuality e.g. using words like 'gay' as an insult)
- Sexist (treating people differently based on whether they are female or male)
- Cyber bullying (all areas of internet abuse, such as email and internet chat room misuse, mobile threats by text messaging and calls or misuse of associated technology, i.e. camera and video facilities)
- Disablist (treating someone differently if they are disabled, remember not all disabilities are visible)
- Classist (deciding that someone is from a particular social class, usually if they are seen as being rich or poor and bullying them because of this)
- Ageist (treating someone unfairly because of their age)
- Sizeist (treating someone unfairly because of their size)
- Religious (discriminating against someone due to their set of beliefs)
- Gender based bullying including transphobic bully
- Cultural (discriminating against someone due to cultural differences)

4.1 Hate incidents/crimes

As defined by The College of Policing 2014, a hate incident is, “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.”

If a criminal offence has been committed, the incident becomes a Hate Crime.

Under current hate crime legislation, (2019), protected characteristics are named: disability; race; religion or belief; sexual orientation; and transgender identity.

Within Gloucestershire, this also includes: age; gender (sex); and alternative subcultures e.g. homeless.

A hate incident/crime may be: verbal abuse; intimidation; threats of violence; hoax calls; abusive phone or text messages; hate mail; abuse; displaying or circulating discriminatory literature or posters; harm or damage to things / belongings / space or graffiti.

We recognise that hate incidents/crimes can have more of an impact on the victim than standard bullying because they have been attacked on account of ‘who they are’, an element of their core identity. There is also a wider invisible impact on those that share that identity who may not themselves have been targeted. For example, if a young person with a disability witnesses

disablist bullying towards a peer, he/she may become fearful and anxious about also being at risk, despite never having been directly targeted themselves.

Much bullying, hate incidents/crimes are of a covert nature, indeed, simply bringing it into the open sometimes goes a long way towards solving the problem.

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

The Education and Inspection Act 2006, 2011

The Equality Act 2010

The Children Act 1989

Protection from Harassment Act 1997

The Malicious Communications Act 1988

Public Order Act 1986.

5.0 Identifying bullying, hate incidents or hate crimes

A child may indicate by signs or behaviour that he or she is being bullied or is the victim of a hate incident/crime. Adults should be aware of these signs and behaviours; they could indicate other problems, but bullying or being the victim of a hate incident/crime incident should be considered a possibility and be investigated.

Signs may include if a child:

- is frightened of walking to or from school;
- is unwilling to go to school (school-phobic);
- lacks concentration;
- becomes withdrawn, anxious, or lacking in confidence;
- cries themselves to sleep at night or has nightmares;
- feigns illness;
- clings to adults;
- begins to do poorly with school work;
- has possessions which are damaged or go missing;
- has unexplained cuts or bruises;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone;
- is nervous and jumpy when a cyber-message is received.

6.0 Bullying, hate incidents or hate crimes against staff

The Governing Board and Headteacher have a duty of care for all staff, and the bullying of school staff, or hate incidents/crimes against school staff, whether by pupils, parents or other staff, will not be tolerated.

Staff should report any incidents to their team leader (or if appropriate, directly to the Headteacher or the Deputy Head).

All incidents will be dealt with in a confidential manner, with appropriate action taken to support the member(s) of staff involved.

7.0 Strategies for combatting bullying, hate incidents and hate crimes

As part of the school's PSHE and Religious Education, the issues of living together in a school and wider community are considered. This includes consideration of the whole subject of bullying or prejudice, how to deal with it and how to get help. Through PSHE, children are taught to understand what bullying actually is, so they can develop their knowledge and be able to recognise bullying if it is happening. Children are encouraged to think about trusted adults within school whom they could talk to if they feel that they are being bullied. Additionally, children are encouraged to look out for one another and tell a teacher if they are concerned about any behaviours that they notice in school. PSHE and circle time activities are a valuable way of educating children in this area and the school recognises the annual and national Anti-Bullying Week to raise awareness of bullying and hate and support children's understanding further. The school's Pastoral Support team also offers, where appropriate, social skills groups.

The school most frequently discovers that bullying, hate incidents/crimes are taking place when the victim or victim's parents inform us. In order to deal with the matter effectively, it is essential that all reported incidents are dealt with swiftly and consistently by the relevant member of staff.

The school has a new anti-bullying approach called:

STOP – Several times on purpose. Assemblies and education on this started in April 2023.

8.0 Procedures to follow

When it is established that bullying, a hate crime/incident has taken or is taking place:

- It will be dealt with immediately by a member of the SLT
- A clear account of the incident should be recorded on the appropriate form (electronically) by the member of staff to whom the incident was reported (appendix 1).
- A member of the SLT must also be made aware of the incident and the form.
- If a member of staff needs assistance to complete the form, they should seek advice from any teacher or member of SLT.
- All written reports will be uploaded to CPOMS.
- If the incident is a hate incident/crime, it must be reported to the Local Authority, to be included in the county wide data.
- The Headteacher or Deputy Head will continue to deal with the incident if necessary.
- All relevant members of staff will be kept informed.
- Parents of both the victim and perpetrator will be kept informed and invited in for a meeting if appropriate to do so.
- In more extreme cases, the Headteacher or Deputy Head may contact external support agencies (including the police) to support individuals.
- If there is the potential for the incident to be a criminal offence, Gloucestershire Police will be contacted.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to prevent repeated bullying, hate crimes or incidents from taking place.
- Appropriate disciplinary action will be taken. If the incidents continue, it may result in the bully/bullies/perpetrator being excluded.
- Victims will have access to a range of support and resolutions.
- Where a bullying or hate incident disclosure leads to a concern regarding safeguarding, the school safeguarding policy will be followed.



- Where appropriate, a restorative approach will be taken when dealing with bullying, hate incidents/crimes to modify behaviours and support both the victims and perpetrators. They will have access to a range of support and resolutions; in some circumstances, the Pastoral Support team may work with children who have been affected by, or involved in, the incident, on a specific programme of work.
- Advice may be taken from Victim Support for school guidance, and/or one-to-one support and advocacy with pupils and their families (0808 281 0112 www.victimsupport.org.uk).

9.0 Monitoring and review

This policy will be monitored and reviewed annually by the school's Senior Leadership Team, the Headteacher and the Governing Board and will be updated in line with new initiatives.

10.0 Links with other policies

This policy is to be read in conjunction with the following policies:

- Safeguarding and Child Protection Policy;
- SEND Policy;
- Esafety and Acceptable Use Policy;
- Relationships and Behaviour policy.
- Keeping children Safe in Education (KcSiE 2023)

11.0 Further Advice and Support and Help organisations:

- Childline 0800 11 11
- Advisory Centre for Education (ACE) 0808 8005793
- Children's Legal Centre 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Parentline Plus 0808 800 2222
- Youth Access 020 8772 9900
- Bullying Online www.bullying.co.uk
- Child Exploitation and Online Protection Centre www.thinkuknow.co.uk
- Anti-Bullying Alliance www.anti-bullyingalliance.org.uk
- Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.
- NSPCC – helping children deal with bullying www.nspcc.org.uk

LGBTQ+

- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk
- NHS Help for mental health problems if you're LGBTQ+ - NHS (www.nhs.uk)
- Galop Helplines - Galop the LGBTQ+ anti-abuse charity – www.galop.org.uk

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org 10 theeducationpeople.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational
- Anti-bullying Alliance: www.anti-bullyingalliance.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying
- NSPCC – helping children deal with cyberbullying www.nspcc.org.uk

11.1 Hate Crime reporting

Gloucestershire Hate Crime reporting options:

- Police Emergency 999 / Non-emergency 101
- 0800 077 8460
- Text: HATE to 0800
- www.gloshate.org
- Crimestoppers (Witness only): 0800 555111

National Hate Crime reporting options:

- Police funded website: www.report-it.org.uk



Appendix 1: Reporting incidents of possible bullying/hate incidents

Name of member of staff who is reporting/became aware of the incident:		
Date:		
Name of parties involved		Class
Description of incident:		
Name of member of staff handling the complaint:		
Action taken:		
Date:		

This form must be completed electronically and uploaded to CPOMS, which will then alert relevant members of staff. ALL hate incidents/crimes must be reported to the Local Authority by HT/DHT.