Kingsway Primary School

Anti-bullying/Anti-hate Policy

Governor Committee Responsible:	Business and Finance	Staff Lead:	Head Teacher
Status	Non-statutory	Review Cycle	Annual
Last Review	September 2021	Next Review Date	September 2022

This policy is based on DfE guidance "*Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies*", March 2014 https://www.gov.uk/government/publications/preventing-and-tackling-bullying.

This document is linked to the Behaviour Policy and is part of the school's suite of Safeguarding procedures and has been updated following the latest review of KCSiE 2021.

Aims

The aim of this policy is to outline what Kingsway Primary School will do to prevent and tackle bullying and hate. We are committed to developing an anti-bullying culture whereby no bullying or hatred will be tolerated, including between adults or adults and children and young people.

At KPS the school community aims to:

- Discuss, monitor and review the anti-bullying/anti-hate policy and practice on a regular basis.
- Support all staff to promote positive relationships to prevent bullying/hate.
- Intervene by identifying and tackling bullying/hate behaviour appropriately and promptly.
- Ensure that pupils are aware that all bullying/hate concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying/anti-hate policy.
- Report back to parents/carers regarding their concerns on bullying/hate and to deal promptly with complaints.
- Encourage parents/carers to work with the school to uphold the anti-bullying/anti-hate policy.
- Learn from good anti-bullying/anti-hate practice elsewhere and utilise support from external agencies and other relevant organisations when appropriate.
- Uphold fundamental British Values as defined by DfE.

Definition of Bullying

- Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014)
- Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Definition of Hate

- Hate in the context of behaviour and attitude has been defined as; "Acts of violence, hostility and intimidation directed towards people because of their identity or perceived difference" (Chakraborti, Garland and Hardy 2014:6)

Forms of bullying/hate covered by this policy:

Bullying/hate can happen to anyone. This policy covers all types of bullying/hate including:
- Bullying/hate related to race, religion or culture.
- Bullying/hate related to SEND (Special Educational Needs or Disability).
- Bullying/hate related to appearance or physical/mental health conditions.
- Bullying/hate related to sexual orientation (homophobic bullying).
- Bullying/hate of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying or hate.
- Bullying/hate via technology –"cyberbullying"

Preventing, identifying and responding to bullying/hate

The school will:
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and external agencies to identify all forms of prejudice-driven bullying/hate including responding to peer on peer abuse.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying/hate in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school council.
- Teach children about how to behave appropriately towards others when working online as part of the computing curriculum. Children will also be taught about how to report and respond to cyberbullying. Where specific concerns arise, additional support will be brought in from external sources (e.g. PCSO) to help tackle this.
- Continually discuss children's online behaviours with them and be aware of the online platforms children are engaging in; challenge children and parents on any inappropriate online behaviour that they become aware of.
- Train all staff including teaching staff, support staff (including administration, lunchtime support and site staff) to identify all forms of bullying/hate and to follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying/hate incidents and issues so as to effectively develop strategies to prevent bullying/hate from occurring.
- Actively create 'safe spaces' for vulnerable children and young people.

- Use a variety of techniques to resolve the issues between those who bully/express hate and those who have been bullied/victims of hate abuse.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

Procedure

To involve pupils, the school will:

- Regularly canvas children and young people's views on the extent and nature of bullying/hate.
- Ensure that all pupils know how to express worries and anxieties about bullying/hate.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying/hate.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied/victims of hate and to those who are bullying in order to address the problems they have.
- Educate children on the issues surrounding bulling both in person and online.

To liaise with parents and carers, the school will:

- Make sure that key information (including policies and named points of contact) about bullying/hate is available to parents/carers.
- Ensure that all parents/carers know who to contact if they are worried about bullying/hate.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying/hate.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying/hate, where such involvement is reasonable.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

Dealing with Incidents

The following steps may be taken when dealing with incidents:

- If bullying/hate is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached in collaboration with a member of the SLT.
- A clear and precise account of the incident will be recorded on CPOMs tagged as 'bullying incident' and/or 'hate incident' and reported to the head teacher.
- The head teacher will ensure that interviews are conducted with all concerned and written accounts are taken. These will be logged as actions on CPOMs.
- Teaching staff of children involved will be kept informed throughout the process.
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including identifying and interviewing possible witnesses, and contacting the police, if necessary. Parents will be encouraged to screenshot any abusive messages and send them to the headteacher.
- Where the bullying/hate takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour policy.
- Parents/carers of all parties involves will be kept informed.

- Sanctions will be used as appropriate and in consultation with all parties concerned and in line with the school behaviour policy.
- Staff involved should consider whether the allegation meets the thresholds of 'peer on peer' abuse and, if necessary and appropriate, the police or other local services should be consulted. Staff should refer to the school's Child Protection and Safeguarding policy for more information on this.

Supporting Pupils

Pupils who have been bullied or are victims of hate will be supported by:
- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice.
- Being advised to keep a record of the bullying/hate as evidence and discuss how respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support.
- Restoring self-esteem and confidence.
- Be assessed by the pastoral support team and offered the most appropriate support either within school or referred to outside agencies.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance if necessary

Pupils who have bullied/expressed hatred will be helped by:
- Discussing what happened and establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support.
- If online, requesting content be removed and reporting account/content to service provider.
- Sanctioning in line with the school behaviour policy.
- Speaking with police or local services.

Supporting Adults

Adults (staff and parents) who have been bullied or affected by bullying or hatred will be supported by:
- Offering an immediate opportunity to discuss the concern with the designed lead and/or a senior member of staff/head teacher.
- Being advised to keep a record of the bullying/hate as evidence and discuss how respond to concerns and build resilience as appropriate.
- Where the bullying/hate takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour policy.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults (staff and parents) who have bullied/expressed hatred will be helped by:
- Discussing what happened with a senior member of staff and establishing the concern.
- Clarifying the schools official procedures for complaints or concerns.
- If online, requesting content be removed and reporting account/content to service provider.
- Instigating disciplinary, civil or legal action.

Links with other school policies and procedures

This Policy links with a number of other school policies, practices and action plans including:
- Behaviour policy
- Complaints policy
- Safeguarding and child protection policies

- Confidentiality policy
- Acceptable Use Policy (AUPs)
- Curriculum policies such as PSHES and computing
- Mobile phone policy

Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- 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
- The Computer Misuse Act 1990
- Keeping Children Safe in Education 2021

Responsibilities

It is the responsibility of:
- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Head Teacher, SLT, teaching and non-teaching staff to be aware of this policy and implement it accordingly.
- The Head Teacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

The school will report on a regular basis to the governing body on incidents of bullying/hate and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Appendix 1:

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" March 2014: https://www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE: "No health without mental health": https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying
- Childnet International: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT
- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: https://www.gov.uk/government/publications/send-code-of-practice-0-to-25

Racism and Hate
- Anne Frank Trust: www.annefrank.org.uk
- Gloshate: www.gloshate.co.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational