A, B, C & D

Benhall Infant School

Achieve, Believe, Care & Dream

Anti-Bullying and Anti-Hate Policy

Introduction

This policy is based on DfE guidance "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", July 2017 https://www.gov.uk/government/publications/preventing-and-tackling-bullying. This document is linked to the Relationships Policy and is part of the school's suite of Safeguarding procedures.

The aim of this policy is to outline what Benhall Infant School and Pre-School will do to prevent and tackle bullying and hate. It has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying or hatred, including between adults or adults and children and young people will be tolerated.

Our 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 all incidents of bullying/hate behaviour are accurately recorded, monitored and reported.
- 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.

Legal Framework

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 2023
- The Computer Misuse Act 1990
- Keeping Children Safe in Education 2022

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", July 2017) 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

A hate incident is defined as: "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." (Metropolitan Police, 2023) If a criminal offence has been committed the Incident becomes a 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." (Metropolitan Police, 2023)

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 age, 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 of young carers, children in care or otherwise related to home circumstances.
- Bullying/hate related to gender, transgender or sexual orientation.
- Bullying/hate related to alternative subcultures eg. homeless
- 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.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- 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, which may include a restorative approach, 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.

Procedures

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.
- 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.

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.