

## **The Robinswood Academy Trust**

### **Robinswood, Waterwells, Hunts Grove and Moat Primary Academies**

#### **ANTI BULLYING AND HATE INCIDENTS POLICY**

##### **Introduction**

At The Robinswood Academy Trust we are committed to providing a caring, friendly and safe environment for all of our pupils so learning can take place in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our schools. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are *TELLING* schools. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

##### **Objectives of this Policy**

- To provide a framework of anti-bullying strategies which is supported and implemented by the whole school community, i.e. staff, pupils, parents and governors
- To raise awareness and develop the understanding of governors, teaching and non-teaching staff, pupils and parents as to what bullying is.
- To ensure that the staff know what the school policy is on bullying, and follow it when bullying is reported.
- To ensure that pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- To outline procedures that will be followed and action taken when cases of bullying have occurred

##### **Roles and Responsibilities**

- The head teacher, in consultation with staff, governors, pupils and parents is responsible for drawing up and monitoring the anti-bullying policy.
- All staff are responsible for responding to accusations of bullying from a pupil by informing the Headteacher/senior members of staff and supporting the investigational process.
- All pupils have a responsibility to their peers and know to report any forms of bullying to a member of staff.

##### **What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying is described by repeated acts against someone else and is deliberate, i.e. **STOP (Several Times On Purpose)**. One off fights (verbal or physical), an argument with a friend are not considered to be bullying. Bullying results in pain and distress to the victim.

##### **Bullying can be:**

- Emotional being unfriendly, excluding, tormenting, making unkind comments in regards to disability (e.g. hiding books, threatening gestures, mimicking )
- Physical pushing, kicking, hitting, punching or any use of violence

- Racist racial taunts, graffiti, gestures
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera & video facilities

### **What are hate incidents?**

A hate **Incident** is **any** incident, which **may or may not** constitute a criminal offence (Hate Crime), which is perceived by the victim or any other person as being motivated by prejudice or hate based on a persons race or perceived race, religion or perceived religion, sexual orientation or perceived sexual orientation, disability or perceived disability, or who is transgender or perceived to be transgender. These can take many forms such as:

- Verbal abuse like name-calling and offensive jokes
- Bullying or intimidation by children, adults, neighbours or strangers
- Threats of violence
- Hoax calls, abusive phone or text messages, hate mail
- Online abuse for example on Facebook or Twitter
- Displaying or circulating discriminatory literature or posters
- Harm or damage to things / belongings
- Graffiti

### **Why is it Important to Respond to Bullying and Hate Incidents?**

Bullying and hate incidents hurt. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullied need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying and hate incidents.

### **Signs and Symptoms of Bullying**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"

- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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 & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### Procedures

1. Report bullying incidents to staff.
2. All cases of bullying will be reported by staff to the Headteacher who will keep a record of incidents.
3. Where deemed necessary parents will be asked to come into a meeting to discuss the problem
4. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour
6. **In cases which are considered to be a safeguarding or child protection issue, procedures outlined in the school's Safeguarding Policy must be followed.<sup>i</sup>**

### Outcomes

The Headteacher will be responsible for taking action for bullying incidents.

1. Bullies will be asked to make a genuine apology. Other consequences may take place, including withdrawal of privileges.
2. In serious cases exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. Pupils and parents will be made aware of organisations that they may access should they need advice and support separately to that provided by the school.<sup>ii</sup>

### Prevention

The Robinswood Academy Trust addresses issues of relationships, friendship and bullying through discrete teaching in PSHE and Citizenship lessons, Internet safety lessons and during Circle Time.<sup>iii</sup> In addition issues may be discussed in assembly and R.E and on an informal basis as and when needed by individual pupils.

### Review and Monitoring of policy

This policy has been developed through discussion/consultation with staff, pupils, parents and governing body. The implementation of this policy will be monitored by the Headteacher and Governor Safeguarding Committee.

**Date of policy review:** April 2018

**Date of next policy review:** April 2020

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<sup>i</sup> See Safeguarding Policy

<sup>ii</sup> See appendix 1

<sup>iii</sup> See PSHE Policy/ Internet safety Policy and Scheme of Work

## **APPENDIX 1**

### **HELP ORGANISATIONS:**

- Advisory Centre for Education (ACE) 020 7354 8321
- 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](http://www.bullying.co.uk)
- Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Child Line 0800 1111