

# PENNOWETH PRIMARY SCHOOL



## ANTI-BULLYING Policy

Date of policy	June 2021
Headteacher	Mrs Cathryn Andrews
Chair of Governors	Mrs D Reeve

Bullying happens because people think that other people are different. We know that this makes no sense because everyone is different. By knowing and talking about this we will reduce the number of bullying incidents that happen. We do not want bullying and harassment to happen in our school.

### What is bullying?

Bullying has four key features:

1. It happens lots of times
2. It is meant to hurt someone else
3. It is when one person, or a group of people is more powerful than another
4. It makes someone feel unhappy and damages self-esteem.

### Types of bullying Bullying can be:

- Physical (hitting or pushing)
- Verbal (saying things about people)
- Emotional (doing things to make people feel bad like leaving people out)
- Prejudice-related (because someone has a different skin colour, or background or sexual orientation, or has a disability)
- Sexual (touching someone in a way they don't like, or saying things)
- Written (sending notes or graffiti)
- Cyber (bullying that happens on the internet or on a mobile phone).

## Hate Crime:

Hate crimes are any incidents, whether a crime or not, motivated by hostility or prejudice towards an individual due to their:

race;  
religion;  
sexual orientation;  
gender identity; or  
disability.

### Protected characteristics

race – a person's ethnicity, nationality, country of origin, skin colour, etc.

religion – a person's religion or faith, even if they have no religion.

sexual orientation – a person's sexuality, whether they are heterosexual, homosexual, bisexual, asexual, etc.

gender identity – an individual who is transgender or perceived to be transgender.

gender - a person's sex

disability – any person with:

physical impairment;

life-limiting illness;

sensory disability;

mental ill-health;

learning disability;

visual difference; or

diagnosis on the autistic spectrum

It does not matter if the person targeted has the characteristic that the prejudice is directed toward. Only that they are perceived to have that characteristic or belong to that community.

The definition covers criminal and non-criminal incidents. It is irrelevant whether the behaviour is a criminal offence. Hate Crime covers a range of behaviours, including:

discrimination;

exclusion;

verbal abuse;

physical assault;

bullying including cyber-bullying; and

inciting hatred

Hate Crime can manifest in the school environment. Educating the perpetrator about their language and impact may be preferable. All incidents are recorded and reported to the local authority. If it is believed a crime has been committed any such incident will also be reported to the police.

Responses may involve action and support from various agencies for both the victim and the perpetrator, for example, support from statutory services and voluntary groups relating to the five protected characteristics.

## The effects of bullying:

Bullying affects everyone in our school. It can make the victim feel hurt and destroy self-esteem. Children who use bullying behaviour themselves can also be hurting, and need our help and support to behave differently. We know that it is really important for bullying to be dealt with quickly. This is because we know how damaging bullying can be if it continues for a long time.

#### How we will reduce bullying:

- We will make lots of opportunities for children to think about how people are different and how this is a positive thing, not something to be afraid of.
- We will help children to build self-esteem and feel happy about being themselves.
- We will try to make sure that the adults in the school set a good example by behaving in a caring and considerate way.
- We will make sure all children know what bullying is and what it looks like. We will tell all children that prejudice related bullying is wrong. For example, we will always challenge children who use the word 'gay' to mean things they don't like e.g. 'those trainers are so gay'.
- We will encourage all the children to tell an adult if they are worried about bullying.
- We will have posters and booklets in key places around the school so that children can get help elsewhere if they can't talk to an adult in school (e.g. Child-line for general bullying, the Intercom Trust for homophobic bullying)

#### Reporting and Recording Bullying:

We cannot deal with bullying if we do not know it is happening. When a parent/ child tells us about bullying we will always take it seriously. All reports of bullying should be passed to the Deputy Head in the first instance, who will bring it to the attention of the Headteacher. They may decide to deal with the problem themselves or to ask another member of staff. The school will keep a record of what happened, who was involved and what was done to try and sort the situation out.

#### Roles and Responsibilities:

Everyone at the school has a responsibility for preventing bullying. If adults think that bullying might be happening, they must tell the Deputy Head. Children also have a responsibility for preventing bullying. They must tell an adult if they are worried about themselves, or anyone else. Adults at school should also look for signs of bullying, because not all children who are being bullied will tell someone about it. A child who is being bullied might seem sad or withdrawn, anxious or nervous about getting things wrong. They might not want to come to school.

#### Bullying Outside of School:

The school has a responsibility to challenge all bullying which happens at school or on the journey and to help stop cyber-bullying. Although the school is not directly responsible for other bullying in the local neighbourhood we know that if children are having difficulties at home it is impossible for them to do their best at school. We will try and help parents to challenge bullying outside of school when we can.

This might include:

- talking with the children/ families involved
- talking to the local police
- talking to pupils about how to handle bullying outside of the school

Checking this policy is working:

This policy must be monitored to make sure it is working. The Headteacher has the overall responsibility for this, but parents and children will be able to comment in the annual questionnaire. Please call into school, telephone or email if you are at all concerned.