



The Whiteoak Academies of Hannah More Infants and Grove Juniors

ANTI-BULLYING AND ANTI-HATE POLICY

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Planting Dreams. Nurturing Hears. Growing Minds.

1. Rationale

At the Whiteoak Academies of Hannah More Infants and Grove Juniors, we aim to realise our vision by:

- Demonstrating our Core and British values in action;
- Providing a happy, healthy and secure environment where all are respected, valued and encouraged to contribute.
- Encouraging participation and a love of learning by offering challenging experiences full of opportunity and creativity;
- Pursuing excellence in every aspect of school life, supporting one another and celebrating the achievements of all.

This policy will help all staff to achieve the vision of the school.

- The policy defines the expected standard of behaviour which staff will model and endorse, ensuring that all are respected and valued.
- The ethos of the school, as promoted in this policy, helps to create a climate within which all children can fulfil their academic potential.
- The policy makes it clear that our duties include tackling incidents of bullying, hate or prejudice, so that we build a happy, healthy and secure environment to help support our vision.

The Whiteoak Academies of Hannah More Infants and Grove Juniors will never knowingly tolerate bullying; although we acknowledge that it occurs in all communities, including schools. As a caring, values driven school, we fully recognise our duty to do all in our power to confront and eradicate the problem.

We want our school to be a safe, caring and friendly environment. Everyone in our family of schools has the right to feel safe at school and we recognise that a child that is happy and secure is more likely to make progress personally, socially and academically. This is important for everyone to remember, both children and adults. Bullying of any kind is unacceptable at the Whiteoak Academies and will be dealt with promptly and effectively.

The Whiteoak Academies are **TELLING** schools: anyone who knows that bullying is happening should **TELL** an adult.

The Whiteoak Academies are **LISTENING** schools: anyone who is worried about bullying will be **listened** to.

2. Clarification of terms

Definition of Bullying

Bullying is when words, gestures or actions are used **REPEATEDLY** to deliberately hurt others.

A bully is defined as someone who deliberately sets out to hurt another person on more than one occasion.

As a family of schools, we use 'STOP' when we think about bullying:

Several **T**imes **O**n **P**urpose.

Start **T**elling **O**ther **P**eople.

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, or when the occasional joke is played on someone. We teach children about the definition of bullying and upsets, squabbles and isolated acts of aggression or harassment are dealt with through our Behaviour Policy.

Definition of cyberbullying

Cyberbullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as WhatsApp, Instagram, Snapchat and TikTok to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, cyber-bullying can often be difficult to track as the cyber-bully (the person responsible for the acts of cyberbullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

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).

A hate incident is defined as: "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." (College of Policing 2014). If a criminal offence has been committed the Incident becomes a Hate Crime.

The recorded strands of hate crime are:

- Disability
- Gender and transgender identity
- Race
- Religion or belief
- Sexual orientation
- Age
- Alternative subcultures, such as:
 - Homeless
 - Sex workers

The goal of the Anti-hate policy is to 'Make the invisible, visible'. This means identifying the potential for Hate crimes within school and promoting positive relationships linked to British Values of tolerance and personal liberty.

Types of bullying and hate

This policy recognises that bullying and acts of hate can happen to anyone and this is not an exhaustive list.

- Verbal: Name calling, insults, offensive remarks, discriminatory language and aggressive comments.
- Physical: Physical intimidation, kicking, punching, pinching, spitting, slapping, hair pulling.
- Cyber: Sending malicious messages online, for example on social media, text, emails including photographs and images. Sending malicious or explicit messages.
- Sexual: Unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, transphobic/biphobia abuse, exposure to inappropriate films, 'sexting'.
- Emotional: Isolating others, tormenting, hiding possessions, threatening gestures, ridicule, humiliation, intimidation, exclusion, manipulation coercion, excluding and any behaviour intended to hurt someone emotionally making them feel bad about themselves.
- Racist: Racial taunts, graffiti and gestures.
- Sexist: Controlling and/or demanding behaviour towards someone because of his or her sex or gender including transgender. This can take place in many forms including verbal, physical, indirect, sexual and emotional.
- Homophobic: Because of, or focusing on the issue of sexuality. This can take place in many forms including verbal, physical, indirect, sexual and emotional.
- Bullying someone who has Special Educational Needs – because of their learning or physical disabilities.

Actions not usually considered to be bullying or hate

- Not liking someone,
- Being excluded,
- Accidentally bumping into someone,
- Making other children play things a certain way,
- A single act of telling a joke about someone,
- Arguments,
- Expression of unpleasant thoughts or feelings regarding others,
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness.

3. What will happen if there is bullying or acts of hate?

The adults at the Whiteoak Academies may find out about bullying by:

- Observing it themselves,
- Being told by someone involved,
- Being told by a witness,
- Finding a note in a worry box,
- Children self-referring to the pastoral support teaching assistant.

We will take all allegations and instances of bullying very seriously and bullying concerns are talked about in staff meetings so that all staff are informed.

When an adult becomes aware of suspected or reported bullying or acts of hate taking place in the school, they will either take action themselves or ask another member of staff to take action. The school's response to any suspected or reported bullying or act of hate will include:

1. The adult will talk to everyone involved to collect as much information as he/she can (build a picture). Each reported incident will be discussed and reported to the Executive Headteacher. The adult will record and log incidents using CPOMS (our safeguarding and child protection software). This will also be monitored by the Executive Headteacher.
2. Where it is found there is bullying or hate, we will support the victim. The adult will make it clear to everyone involved that the bullying behaviour is not acceptable and must stop. The adult will write down what has happened and the action that has been taken. All parents will be informed.
3. When dealing with the bully, we will:
 - React promptly and firmly;
 - Take action to modify the bully's behaviour;
 - Apply a sanction that clearly demonstrates bullying is unacceptable;
 - Record all incidents of bullying and the measures taken;
 - Monitor the progress made by the bully;
 - Support the bully, where necessary.
4. The Executive Headteacher / adult will continue to monitor the situation and if more bullying occurs, further action will be taken.

4. Bullying and hate in the workplace

Incidents, where it has been deemed that a member of staff has been bullying a child, will be taken very seriously. The Executive Headteacher, with the support of the governing body, will deal with this; formal action will be taken where necessary.

Such action will also be taken if it is deemed that a member of staff is bullying other members of staff. In the event of the Executive Headteacher being involved in such incidents, reports will be given immediately to the chair of governors or Chief Executive Officer who will also take formal action where necessary.

Similarly, where it has been deemed that a member of staff has been bullied/intimidated by a child, the Executive Headteacher, with the support of the Governing Body, will deal with the matter; formal action will be taken.

5. Strategies to reduce acts of bullying and hate

In support of the schools vision, our family of schools will:

Adopt and embrace this policy to help ensure everyone, parents, children, teachers, support staff, governors and outside agencies are brought together to develop a culture which openly disapproves of bullying and hate in all ranks.

Ensure bullying is included in the themes for assemblies each term. We will also have an annual high profile Nurturing Hearts Week with a strong focus on Anti Bullying.

Ensure bullying and how to deal with it is included in the PSHE work for all classes. This work may include writing sets of rules, reading and writing stories, drawing pictures, role play or discussing what to do if bullying happens. During lesson time, children will be given opportunities to talk about bullying (e.g. circle time).

Ensure all reports of bullying will be taken seriously and investigated fully. Appropriate measures will be taken to reassure and support victims and help to change the behaviour of the bully.

Environment

In support of the schools vision, our family of schools 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.
- Recognise that bullying and acts of hate can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Recognise the potential for children with SEND to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values.
- Teach and encourage children to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns, including all forms of prejudice-driven bullying and acts of hate.
- Actively create "safe spaces" for vulnerable children and young people.
- Ensure children can also write about their worries in the class worry box or self-refer to our Pastoral Support TA.
- Celebrate success and achievements to promote and build a positive school ethos.

Education and Training

In support of the schools vision, our family of schools will:

- Train all staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school council, House Captains.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week.
- Provide systematic opportunities to develop children's social and emotional skills, including building their resilience and self-esteem particularly through the PSHE curriculum.
- Support children who have been the victim of bullying through reassurance, ongoing support with the Pastoral team, including additional external support where necessary.
- Support children who have demonstrated bullying behaviours and ensure appropriate restorative support and sanctions are in place.

6. Monitoring and review: putting policy into practice

In support of the schools vision, our family of schools will:

- Ensure that we regularly monitor and evaluate our practice to ensure that the policy is being consistently applied.
- Ensure any issues identified will be incorporated into the school's action planning.
- Ensure the Executive Headteacher is informed of all bullying concerns.
- Report on a regular basis to the governing body any incidents of bullying, hate and discrimination, including outcomes.

7. Safeguarding Statement

THIS POLICY IS PART OF OUR SUITE OF SAFEGAURDING POLICIES AND PROCEDURES. IT SHOULD BE READ IN CONJUNCTION WITH THE FOLLOWING, ALL OF WHICH CAN BE FOUND ON OUR WEBSITE:

<https://www.hannahmoreandgrove.co.uk/>

- Acceptable Use of Technology
- Anti-bullying and hate
- Attendance
- Behaviour
- Child protection/safeguarding
- Complaints
- Confidentiality
- Online Safety
- Health and Safety
- Intimate Care
- Offers of Early Help
- RHSE (relationships, health and sex education)
- Safer Recruitment, Staff Selection and Induction
- Safer Working Practices
- Special Educational Needs and Disabilities
- Staff code of conduct/Staff handbook
- Whistleblowing

Appendix 1 - Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

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.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice0-to-25

Cyberbullying

- Childnet: 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
- National Online Safety: <https://nationalonlinesafety.com/>
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis
- 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

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
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBT 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

Sexual harassment and sexual bullying

- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaignposters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-gender-related

Appendix 2

Signs and symptoms:

(from Kidscape Stop Bullying! booklet)

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware that these are possible signs:

- is frightened of walking to or from school
- is unwilling to go to school
- begins to do poorly in school work
- becomes withdrawn or starts stammering
- regularly has books or clothes spoiled or destroyed
- becomes distressed
- stops eating
- cries easily
- has nightmares
- becomes disruptive or aggressive
- possessions go 'missing' and money 'lost'
- starts stealing
- is frightened to say what's wrong
- runs away, or tries to harm him/herself

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

Appendix 3

Advice for parents of children who are being bullied

(adapted from Kidscape Stop Bullying! Booklet)

If the bullying is happening in school, contact the class teacher as a matter of priority.

- Don't ignore the problem; ask your child about it directly;
- Encourage your child to talk to you about his/her feelings - tell your child you are always willing to listen;
- Try not to over-react, even if you are furious - it might frighten your child into silence and we want victims to talk, not retreat;
- Ask your child if s/he has any suggestions about changing the situation by:
 - finding out how fearful your child is and making sure that s/he feels protected;
 - helping your child develop a sense of humour as a way of 'throwing off' taunts;
 - praising your child, tell him/her how much you love and support them;
- Allow time for the situation to change;
- If there is no improvement, contact the class teacher again, who will also inform the Head Teacher;
- Help your child to develop self-assurance and confidence.

Advice for parents of children who are bullying

(adapted from Kidscape Stop Bullying! Booklet)






If you suspect that your child is behaving inappropriately, try to investigate and let someone at the school know about your concerns.

The following is useful advice for parents who are trying to help their child to stop bullying another child:

- Ask your child if s/he can explain what has happened and why. Try not to be too judgemental at this point;
- Talk to your child and find out if there are ways you can work together to stop his/her behaviour;
- Explain that the bullying must stop and that the situation could become worse if it doesn't (the possibility that the child might be excluded from school or that police action might have to be taken in serious cases should be discussed, if appropriate);
- Explain how frightening the bullying is for the victim and try to encourage empathy;
- Criticise the bullying behaviour, but don't reject your child or label him/her as a 'bully' ('What you did was wrong' instead of 'You are a terrible person' or 'You're a bully');
- Look for good behaviour from your child and praise the behaviour, even if it is something small like closing the door without slamming it or picking up clothes and putting them away;
- Tell your child you know s/he can change the bullying behaviour. Give your child the confidence to try to change;
- If possible help your child to develop new interests and/or friends away from others who are behaving inappropriately. Work on improving his/her social skills; how to approach people, how to say nice things, how not to react if s/he is angry, etc.;
- Try to spend as much time with your child as you can, especially listening to his/her concerns. Sometimes children bully other children as a way of getting attention;
- Make it clear that you do not accept bullying behaviour and that there will be consequences at home such as no television or loss of privileges if the bullying does not stop.

Appendix 4 – Child Friendly Anti-bullying policy

<p>What is cyberbullying? Cyberbullying is bullying that takes place online. It can be via social networks, gaming and mobile phone.</p> <p>How can I stay safe online? Follow the SMART rules:</p> <p>Safe: Don't share any personal information online. Think carefully before posting pictures or videos. Once you've put a picture of yourself online, it's not yours anymore. Never give out passwords.</p> <p>Meet: Don't meet up with people you've met online. Tell an adult if someone suggest you should meet up.</p> <p>Accepting: Accepting emails, messages, or opening files, images or texts from people you don't know or trust can lead to problems — they may contain viruses or nasty messages.</p> <p>Reliable: Someone online might lie about who they are and information on the internet may not be true. Always check information.</p> <p>Tell: Tell a parent, carer or a trusted adult if someone, or something, makes you feel uncomfortable or worried, or if you or someone you know is being bullied online.</p> 	<p>Our Responsibilities</p> <p>As children at the Whiteoak Academies of Hannah More Infants and Grove Juniors, we:</p> <ul style="list-style-type: none"> • Act in a respectful and supportive way towards each other. • Tell someone if we think we are being bullied or we have seen someone being bullied. • Support each other and ask for help to make sure that everyone feels safe and nobody feels left out. • Speak to an adult in school if we need someone to talk to.  <p>TELL SOMEONE, STAND UP & SPEAK OUT</p>	 <p>Child Friendly ANTI-BULLYING POLICY</p> <p>PLANTING DREAMS</p> <p>NURTURING HEARTS</p> <p>GROWING MINDS</p>  <p>The Whiteoak Academies Whiteoak Way Nailsea North Somerset BS48 4YZ</p> <p>(01275) 851127 school@hannahmoreandgrove.co.uk https://www.hannahmoreandgrove.co.uk/</p>
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<p>About Bullying</p>  <p>What is Bullying?</p> <ul style="list-style-type: none"> • A bully hurts someone on purpose. • Bullying is usually repetitive. This means that the bully hurts someone over and over again. It isn't an accident that happens only once. • Bullying can be by one person or a group of people. <p>Bullying can be....</p> <p>Emotional: Hurting people's feelings, leaving you out, gossiping.</p> <p>Physical: Punching, kicking, spitting, hitting, pushing, unwanted touching.</p> <p>Verbal: Name calling, teasing, being rude.</p> <p>Cyber: Saying unkind things by text, email or online.</p> <p>Prejudice: Saying or doing nasty things because of your appearance, skin colour, religious beliefs, gender, sexuality, additional needs.</p>	 <p>Several Times On Purpose</p> <p>Who can I tell if I am being bullied?</p> <p>If you are having friendship problems or being bullied in school, you can tell any grown up that works in school, family or friends.</p> <p>We will listen and help.</p> <p>What should I do if I believe someone else is being bullied?</p> <ul style="list-style-type: none"> • Tell an adult straight away. • Don't try and get involved – you might get hurt or could end up in trouble yourself. <p>What will happen to the bully?</p> <p>The adults in school will get involved and help you solve the problem. They will talk to your parents, talk to your friends and make sure the bullying stops.</p> <p>Always Ask for Help</p>	<p>If you are being bullied: Start Telling Other People</p> <p>If you are being bullied:</p> <p>Do:</p> <ul style="list-style-type: none"> • TELL Someone. • Ask the bully to STOP if you can. • Use eye contact and tell them to go away. • Ignore them. • Walk away. • Talk to friend.  <p>Don't:</p> <ul style="list-style-type: none"> • Do what they say. • Get angry or look upset. • Hit them or say horrible things back. • Think it's your fault. • Hide it. • Stay silent.  
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