



CHURCH OF ENGLAND PRIMARY SCHOOL

AT MISERDEN

Bullying and Hate crime policy

*Welcoming and serving all
Through
Discovery, enjoyment and nurture*

Approved November 2021
By the Curriculum and Ethos committee

Introduction

Miserden C.E. Primary school offers a spiritual and moral basis for the development of human wholeness and a sure foundation for personal and social values based on the person and ministry of Christ. As a community of faith, Miserden C.E. Primary School should, reflects the nature of the Trinity, a life shared and defined by reference to others. Here we can begin to discover who we are, why we are, and – perhaps most importantly – what we might be.

In our school our Christian vision shapes all we do –

*Welcoming and serving all
Through
Discovery, enjoyment and nurture*

The school welcomes and serves all in its community. We work to mirror the body of Christ believing that everyone brings gifts and talents that enrich our life together. We treat one another with generosity, compassion, respect, forgiveness and friendship inspired by the parable of the Good Samaritan. We strive to ensure the children of our school receive the very best education possible believing that an excellent standard of Education is an expression of God's love for us.

Aims

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is defined as deliberately hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves.

Hate crime is defined as “Any hate incident, which constitutes a criminal offence, which is perceived by the victim or any other person, as being motivated by hostility or prejudice”

Bullying and Hate Crime can take a number of forms:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, making offensive remarks
- Sexual – unwanted physical contact or sexual abusive comments
- Racist – racial taunts, graffiti, gestures
- Homophobic –because of, or focussing on this issue of sexuality
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the victim of nasty rumours, sending offensive, abusive or threatening e-mails or text messages.
- Cyber – all areas of internet, such as email, internet chat room misuse, social networking sites, mobile threats by text messaging and calls.

However it manifests itself, bullying or hate crime will not be tolerated at Miserden CE Primary School.

This policy is designed to ensure that as a school we are alert to signs of bullying and/or hate crime and act promptly and firmly against it.

- To promote a secure and happy environment free from bullying or hate crime

- To take positive action to prevent bullying or hate crime occurring through clear school policy
- To show commitment to overcoming bullying or hate crime and practice zero tolerance
- To inform pupils and parents of the school's expectations
- To make staff aware of their role in fostering the knowledge and attitudes which will achieve the above aims

Whole school and individual staff responsibilities

- Never ignore suspected bullying or hate crime
 - Listen carefully to all accounts and investigate as fully as possible
 - Adopt a problem solving approach
 - Report incidents to the Head teacher who will log it in the bullying file.
- Follow up to check that bullying or hate crime has not resumed (within 2 weeks)

Procedures and recording

Recording is vital as it allows staff to deal with reported incidents more effectively. The following steps will be taken when dealing with any incident

Staff will

- Listen to the child reporting the incident ensuring that they feel that their concern is being taken seriously
- Record the findings in the Bullying file
- Check to establish if there are any previous incidents
- Discuss the incident with the Headteacher
- Inform parents and arrange a meeting if appropriate

Headteacher will

- Monitor bullying or hate crime issues that arise and intervene as necessary to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.
- Speak to parents/carers of both the bully and the victim.
- Where serious issues of bullying or hate crime arise seek additional advice and support which may include speaking in confidence with the Chair of Governors and recording agreed actions

Support

Pupils who have been bullied or have experienced hate crime will be supported by

- Being offered an opportunity to talk with a member of staff
- Being offered support to restore self- esteem and confidence

Pupils who have bullied or have perpetrated hate crime will be helped by

- Talking to staff about why they became involved in the incident
- Being encouraged to think about the need to change
- Involving the parents / carers to support a change in attitude

This policy should be read in conjunction with the Behaviour Policy and e-safety policy

Monitoring, Evaluation and Review of this policy will take place in two years or earlier if necessary