



Bisley Blue Coat & Oakridge Parochial CofE Primary School

Anti-Bullying & Hate Crime Policy



Anti-Bullying & Hate Crime Policy

Approved by: Federated Governing Board **Date:** 1st December 2022

Last reviewed on: December 2022

Next review due by: December 2024



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 either Bisley Blue Coat or Oakridge Parochial Schools.

1. Aims

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



2. 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
- Complete the Incident Form and always report to the Headteacher (within 24 hours)
- Follow up to check that bullying or hate crime has not resumed (within 2 weeks)

3. 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 on the Incident Form
- Check to establish if there are any previous incidents
- Discuss the incident with the Headteacher or senior teacher
- 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.
- 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

4. 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 experienced 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

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



Incident Record

Name of Child

Class

Date of Record	Recorded by:
Date of Incident	
Time of Incident:	Location of Incident
Names and classes of children involved:	
Type of Incident: <ul style="list-style-type: none">◇ Fighting◇ Violent behaviour◇ Damaging property◇ Bullying◇ Racism	<ul style="list-style-type: none">◇ Swearing◇ Verbal Abuse◇ Classroom disruption◇ Disobedience◇ Rudeness/rudeness to adults◇ Others
Brief description of Incident:	
Action Taken <ul style="list-style-type: none">◇ Children concerned interviewed◇ Class Teacher informed◇ Head informed◇ Parent/Carer informed verbally◇ Letter to Parent/Carer◇ Other	
Consequences/Further Action	