

COXHOE PRIMARY SCHOOL ANTI-BULLYING & PREJUDICE RELATED INCIDENTS POLICY



At Coxhoe Primary school we believe that children learn best in an environment where they feel respected and safe. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a calm and secure atmosphere. Bullying and Prejudice related incidents of any kind are unacceptable at our school. If bullying or prejudice related incidents do occur, all pupils should be able to tell someone they trust and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying or a prejudice related incident is happening is expected to tell a member of staff.

What is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in pain and distress for the victim.

The main types of bullying are:

- physical (hitting, kicking, theft or any use of violence)
- emotional (being unfriendly, excluding, tormenting e.g. hiding books, threatening gestures)
- verbal (name calling, prejudicial remarks – see below)
- sexual (unwanted physical contact or sexually abusive comments)
- cyber (all areas of the internet, such as e-mail and internet chat room misuse, mobile threats by text messaging and calls, social media)

Whilst many of the above plainly involve the use of words, several may be non-verbal, involving body language, gesture and facial expression. Non-verbal behaviours can be just as hurtful and intimidating as those which involve abusive language and must be recorded and treated as having the same impact as verbal and physical actions.

What are Prejudice Related Incidents (PRI)?

Prejudice Related Incidents are one-off incidents related to a protected characteristic, which may or may not be directed at an individual. They may or may not be carried out with the intention to harm or cause offence.

The 7 Protected Characteristics (Equality act 2010) include:

- * Disability
- * Gender Identity
- * Pregnancy and Maternity
- * Race (ethnicity)
- * Religion or Belief
- * Sex
- * Sexual Orientation

(For school staff and adults in the community, this also includes age, and marriage and civil partnership)

No one deserves to be a victim of bullying or a PRI. Everybody has the right to be treated with respect. As a school we take bullying and PRI seriously. Pupils and parents should be assured that they will be supported when either of these events are reported. They hurt and will not be tolerated.

How can we recognise bullying or PRI's?

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- 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
- unusual bedwetting
- 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 or showing PR behaviour to 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 or a PRI should be considered a possibility and should be investigated.

All pupils, parents and staff must be alert to the signs of bullying/PRI and act promptly and firmly against it so that the incidents stop, the victim is helped and the perpetrator(s) can learn different ways of behaving.

Are all PRI's also Bullying?

Not all PRI's necessarily involve bullying. For example, if two pupils have an argument in the playground and, in the heat of the moment, one uses a derogatory term about the other's cultural or ethnic background, this would be recorded as a racist incident; it would probably not, however, be thought of as an example of bullying. Or if a pupil uses inappropriate language or expresses prejudice in a classroom discussion, this might be recorded as a prejudice related incident, but would not be thought of as an example of bullying.

The Stephen Lawrence inquiry report was very clear about how a racist incident should be defined, stating that: “a racist incident is any incident which is perceived to be racist by the victim or any other person.”

Similarly, in the case of any prejudice-related incident, it is always important to not only focus upon what has been done, either intentionally or unintentionally, but to **focus on the impact that the incident has had**, and the impression that it has made, on a individual or a group. Careful unpacking, ensuring that all perspectives are taken into account in a safe and supportive environment, is the most helpful and positive way to resolve such incidents.

What will we do if bullying or PRI are suspected?

The following steps may be taken when dealing with incidents:

- If bullying/PRI is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- If it is felt appropriate, a clear account of the incident will be recorded and given to the Headteacher (as per child protection/safeguarding policy)
- The Headteacher will interview all concerned and record the incident on form BPRI-1 (If appropriate, other staff will be informed)
- Parents of both the victim and perpetrator will be informed and may be asked to come in to a meeting to discuss the problem
- Disciplinary measures will be used as appropriate and in consultation with all parties concerned.

How will we support the pupil(s) affected by a Bullying act or a PRI?

- Listen to their account of the incident
- Reassure the pupil that the incident will be investigated and that they have done the right thing in ‘TELLING’
- Offer continuous support
- Take measures to restore self-esteem and confidence

How do we help pupils who have bullied or carried out a PRI?

- Discuss what happened
- Discover why the pupil became involved
- Establish the wrong doing and need to change
- Inform parents or guardians to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying and PRI’s through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Direct teaching will also occur annually during Anti-Bullying week.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

J. Bartle

Approved by Governing Body Behaviour & Safety Committee: November 2018 (Next Review Date: November 2020)

To be read in conjunction with the School behaviour, child protection and safeguarding policies.

Action against Bullying and PRI's at Coxhoe

TELL IT – SHARE IT-STOP IT

Tell it –

If we are being bullied or see someone else being bullied, or are a victim of a PRI, we will **tell** someone – a friend,

an adult we trust (parent, carer, friend or member of staff)

or put a note in the worry box

Share it –

We understand that the person we tell may have to **share** this information with someone to help us:

- other friends,
- an adult we trust
- the Headteacher

Stop it –

By telling and sharing, action will be taken to **stop** the bullying or PRI so that it does not happen again

TELL IT - SHARE IT - STOP IT

(Teacher's note: If we suspect Bullying or a PRI, as a staff, we will inform the Designated Safeguarding Officer and complete form BPRI-1)



Bullying and Prejudice-Related Incident Form (BPRI-1)



Incident initially reported by:							
		<i>Pupil</i>		<i>Staff</i>		<i>Parent</i>	<i>Visitor</i>
Date and time of incident:							
Incident relates to the following protected characteristic(s):							
	Age			Pregnancy/Maternity			
	Disability or SEN			Race			
	Gender			Religion or Belief			
	Gender Identity			Sexual Orientation			
	Marriage/Civil Partnership			All other reasons			
Nature of Incident:							
	Name calling/verbal abuse			Written/Graffiti			
	Physical aggression			Spreading rumours			
	Joke or Ridicule			Intimidation/threat			
	Damaging/taking possessions			Refusal to cooperate			
	Deliberate exclusion			Extortion			
	Cyber-bullying			Other.....			
Details of people involved:							
	Full Name	Gender (f/m)	Year group/ staff/parent/ adult	Ethnic Origin Code	SEN or Disability	Role*	Other Relevant Information (i.e. disclosed sexual orientation, faith group, refugee)
1							
2							
3							
4							
5							
V = Victim P = Perpetrator A = Associate W = Witness D = Defender							
Brief description of incident:							
Action Checklist: (tick as appropriate)							
	Discussions had with all involved?			Repeat victim?			
	Parents/carers of victim notified?			Repeat perpetrator?			
	Parents/carers of perpetrator notified?			Referral to other agencies?			
Form completed by: (name and role)				Date completed:			