

ANTI-BULLYING POLICY

ROYDS HALL

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Our Vision

Our core belief of “Valuing People, Supporting Personal Best” means we believe everybody has the right to feel safe and confident in our school community. Therefore, we aim to provide a safe, secure, caring environment where everyone is valued and respected equally. Royds Hall will promote tolerance, respect and understanding through the curriculum, ERIC lessons, form time and through the assembly programme. When we have instances of bullying they will be investigated and acted on robustly. Students that have been identified as bullies will face sanctions and will follow an education programme in an attempt to change future behaviour. On occasion parents/carers, the police or other outside agencies may be informed to support the young person(s) involved.

Teachers have the power to discipline students for misbehaving outside the school premises “to such an extent as is reasonable.” This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. (DfE Guidance 2014) At Royds Hall we subscribe to this philosophy and will deal with bullying wherever it has occurred.

It is important to recognise that occurrences of bullying, prejudice based and hate incidents can have a detrimental effect on the achievement and wellbeing of students.

We therefore feel that it is important to supplement our Behaviour Policy with a policy which:

- Defines bullying and hate incidents and crimes
- Raises awareness through the curriculum
- Identifies procedures for dealing with incidents of bullying, discrimination, prejudice, harassment and victimisation and hate incidents
- Defines preventative strategies which tackle discriminatory and derogatory behaviour and use of language against any of the protected characteristics including but not exclusively: racist, homophobic, about disability or difference and transphobic
- Supports students who have been involved in bullying and hate incidents/crimes.

Definitions of bullying and hate incidents/ crimes

What is bullying?

Bullying is defined as:

“the repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power.”

It usually takes one of six forms:

- **Physical** e.g. hitting, fighting, taking belongings

- **Verbal** e.g. name-calling, insulting remarks, racist or homophobic comments
- **Social/Indirect(relational aggression)** e.g. rumour-mongering, excluding someone from social groups
- **Cyber-bullying** e.g. texting, use of websites, social media etc.
- **Sexual e.g** sexual name calling, crude comments, vulgar gestures, uninvited touching, sexual propositioning and pornographic materials
- **Prejudicial e.g** based on prejudices- race, religions, or sexual orientation

What is a hate incident?

A hate incident is legally defined as:

"Any non-crime incident which is perceived by the victim or any other person, to be motivated by a hostility or prejudice" (National Policing Hate Crime Strategy)

Hate incidents will be based upon the following recognised hate strands:

- **Ethnicity/Race** - Any incident which is perceived to be racist by the victim or any other person on the basis of ethnic origin, skin colour, nationality, culture, language, real or perceived racism
- **Religion/Faith/Belief** - Any incident that is perceived by the victim, or any other person, to be motivated by a prejudice based on the religion/faith/belief of the victim or so perceived by the victim or any other person. For example, Christian, Muslim (Islamophobia), Jewish, Buddhist, Sikh, Hindu etc.
- **Sexual orientation** - Any incident that is perceived by the victim, or any other person, to be motivated by a prejudice based on another person's sexuality, or perceived sexuality. For example, related to sexual orientation or perceived orientation of target or target's family and/or homophobic / biphobia abuse and language used
- **Disability/SEN** - Any incident perceived by the victim or any other person to be motivated by the offender's prejudice against people because of their disability or so perceived by the victim or any other person. For example, real or perceived disability, special needs, gifted or talented or health conditions or association with someone in those categories
- **Gender identity** - Any incident which is perceived to be based on prejudice towards or hatred of the victim because of that person's gender identity or so perceived by the victim or any other person. For example: any incident based on gender identity that when expressed demean, intimidate or harm another person because of their gender identity. As an example, transgender, perceived to be transgender or someone who does not fit with gender norms or stereotypes or who has a transgender family member

Hate incidents can consist of verbal abuse, insults, detrimental comments, abusive language, gestures, comments on social networking and "jokes" or "banter" focused upon the protected characteristics.

For some students, bullying behaviour is regarded as acceptable behaviour, where strength is shown through aggression. This type of behaviour is contrary to our ethos. In partnership with parents/ carers, and with the support of the student body we aim to raise awareness and prevent and tackle discriminatory behaviour, bullying and hate based incidents. Bullying can be carried out physically, verbally, emotionally or through cyberspace. This behaviour can include: verbal bullying for example name calling, teasing, threatening; physical for example hitting, punching, kicking, inappropriate touching; relational bullying for example ignoring, leaving out, spreading rumours; indirect bullying, for example stealing, damaging belongings, targeted graffiti; cyber bullying for example sending abusive texts or emails.

What is a hate crime?

A hate crime is legally defined as:

"Any criminal offence which is perceived by the victim or any other person, to be motivated by a hostility or prejudice" (ACPO 2005 definition)

A hate crime should be reported directly to the police.

Raising awareness through the Curriculum

The impact of bullying

It is important that students appreciate that bullying:

- Is detrimental to the safety and happiness of students
- May have an adverse effect on academic achievement
- May lead to absenteeism and school refusal
- Could lead to low mood, depression and mental health difficulties
- Can have a long-term impact on relationships, mental health and wellbeing
- Can lead to students feeling hopeless, having suicidal thoughts and feelings and
- In extreme circumstances attempting to or completing suicide

Awareness of bullying and hate incidents/crimes is raised through many elements of the Personal Development programme, and is incorporated into the statutory Relationships, Sex and Health Education (RSHE) programme that is covered in Personal Development lessons, form time and assemblies in addition to across subject curriculum. This is so that students are always aware that this behaviour is morally and socially unacceptable and will not be tolerated.

The Personal Development lessons, form time and assemblies programme, covers Social Moral Spiritual Cultural Development (SMSC), Modern British Values (MBV), Relationships, Sex and Health Education (RSHE) and Religious Education (RE). The curriculum addresses the impact of bullying, hate incidents, prejudice, and discrimination and peer pressure on, social, emotional health and wellbeing. Students are encouraged to develop personal and moral values and beliefs and are able to explore, debate and discuss prejudices, discrimination and social injustice historically and in a modern context.

Opportunities for education that may arise beyond the planned curriculum

Form tutors, class teachers, Heads of year discuss bullying and hate incidents as and when appropriate. The topic of bullying, hate incidents/crimes, prejudice and discrimination may arise in any lesson and staff are expected to discuss the topic in a sensitive and professional manner. Students will also cover online bullying via our teaching of internet safety which is supported by the E- Safety and Online Policy which outlines our expectations for student behaviour related to social media, such as Facebook. Bullying is also a regular agenda item during student voice.

The Student Leadership Structure within the school promotes a positive attitude towards inclusivity and supporting others. We have a range of student leadership roles to support Safeguarding, Wellbeing and Anti-Bullying.

Procedures for dealing with incidents

Every report or incident must be treated seriously and referred to the appropriate member of staff as soon as possible.

Expectations:

1. All reports / incidents to be recorded on CPOMS
2. Written statements should be taken from all students involved.
3. Both alleged 'victim' and the 'bully/perpetrator' must be made aware that we view any instance of bullying or hate incident very seriously.
4. It is imperative that the victim is supported and is given help, support and guidance.
5. It is also imperative that the alleged perpetrator or perpetrator is given support, guidance and help.
6. Every effort must be made to resolve the situation immediately. Where appropriate, 'victim' and 'bully/perpetrator' should be able to resolve the issue restoratively and be brought together to discuss the incident, including exploring the impact of the incident on the victim.
7. Follow up procedures, tracking and monitoring of repeat incidents should check that the bullying or hate incident and behaviour has not resumed.
8. The HOY will judge the seriousness of the incident following evidence gathered through their investigation. More serious incidents of bullying or persistent cases will necessitate the involvement of the DSL. In these cases, parents/carers **must** be informed and invited into school and sanctions will be followed in accordance with the Behaviour Policy.
9. Sanctions must be clear, consistent and appropriate to the seriousness of the incident and in accordance with our Behaviour Policy.
10. Appropriate support, education and guidance will be provided for both the 'victim' and 'bully/perpetrator', this will follow the school's graduated approach and in some cases will involve the involvement of external agencies such as the Police.
11. A record will be kept of all bullying and hate incidents/crimes; this will be added to the student CPOMS record.
12. Bullying is monitored so that no further incidents occur and if they do, they are dealt with swiftly.

If a hate crime is reported to staff members, this will be reported immediately to the Police. Students and parents/carers should also be signposted to reporting hate crimes immediately to the police should an incident occur out of school.

When investigating a fight, it is important to identify whether it has arisen through bullying or a hate incident. If a student has been severely provoked, this must be considered when dealing with the incident. If both parties have been provoked by third parties, it is important to identify the provocateur(s) and deal with them appropriately. N.B: We must never give the impression that we condone retaliation, although we should treat incidents of this nature sensitively.

Concerns regarding potential criminal offences including those motivated by prejudice or hate can be discussed with PC 5696 Emma Harrison Kirklees Police Hate Crime Unit- email: kirkleeshate@westyorkshire.pnn.police.uk

Student Support

Students are able to report bullying incidents in person with any member of staff and by emailing the school email address royds.help@sharemat.co.uk for their school account. Incident report sheets are kept in Student Services, so are readily available for all students. Any student that is aware of another person that is being bullied, is strongly encouraged to inform a member of staff.

Once the incident has been dealt with, it is important that there are no further problems. The investigating member of staff will ensure that the victim is aware of the support that has been put in place and what they should do if any further concerns arise.

The victim should alert the appropriate member of staff of any repercussions and strategies should be put into place to ensure that sanctions are followed and that the bullying or hate incidences do not continue. This should include support for the victim.

The graduated approach to intervention will be used to offer support, education and guidance to both the victim and perpetrator to help process the incident and /or modify future behaviour.

Bullying: A Charter of Student Rights

As a member of our school, you have the right:

- To live your life in peace and safety
- To be an individual and be proud of being different
- Not to be bullied
- To say 'no' firmly to any behaviour you think is wrong
- To protect yourself by ignoring others or by walking away
- To tell a member of staff if someone is making you unhappy

Bullying: A Charter of Student Responsibilities

We expect you:

- Not to put up with any form of bullying
- To work with others to stop bullying
- To inform a member of staff of any form of bullying
- Not to be afraid of reporting incidents. If you do nothing, it might suggest that you are supporting the bullying
- Not to put up with bullies in your group of friends
- Not to make up stories about bullying

DON'T SUFFER IN SILENCE

WHAT TO DO NEXT

If you are being bullied or are a victim of hate incidents

- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and tell them to stop
- Don't retaliate physically
- Get away from the situation as quickly as possible
- Tell an adult/ member of staff what has happened straight away

After you have been bullied or have been a victim of a hate incident

- Tell a member of staff or another adult at the school
- Tell a parent/carers, friend or family member who can contact the trust establishments
- If you are scared to tell an adult or staff member by yourself, ask a friend to come with you
- Keep speaking up until someone listens and does something to stop the bullying
- Don't blame yourself for what has happened
- If bullying or hate incidents reoccur keep reporting them

When you are talking to an adult about bullying, be clear about

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

Appendix B – External Support

External support

- If you need urgent assistance with regards to a hate crime call 101 or 999
- If you find it difficult to talk to anyone at the Trust establishments or at home, ring **ChildLine** on Freephone 0800 1111, or email www.childline.org.uk. The phone call or email is free and it is a confidential helpline
- Bullying support for young people and advice about positive mental health – YoungMinds Website: www.youngminds.org.uk/vs-bullying. Telephone: 0808 802 5544
- Bullying support and advice, support and guidance about wellbeing, mental health, practical advice and other issues affecting young people – Website: www.getconnected.org.uk/Bullying Telephone: 0808 808 4994
- NSPCC - <http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>
- Think you Know – Advice and information about social networking, E-Safety and reporting online abuse – <https://www.thinkuknow.co.uk/>
- LGBTQ, Lesbian, Gay, Bisexual, Transgender and Questioning advice about bullying – bullying
- www.diversityrolemodels.org/ www.stonewall.org.uk/
- Advice with regards to hate incidents and crimes www.stophate.uk.org

Local and National Support/ information

- The Safer Kirklees website provides information on hate incident reporting along with the partnership's Hate Crime Strategy for the town. Additionally, the site includes details of the hate incident reporting centres, Crown Prosecution Service Fact Sheets and a diagram of the Hate Incident Reporting Process which illustrates what happens to hate incidents reports once they are received.
- Further information on hate crime nationally, including the prevalence of different types of crime, is available from the Home Office.
- National organisation Stop Hate UK and True Vision provide further information on hate crimes, including reporting, training and research.