



Coalway Community Infant School's

Anti Bullying and Hate Policy 2025

Date policy was reviewed: December 2023

Review annually: May 2025

Signed by:

Chair of Governors: James Savage

Date:

Introduction

Coalway Infant School believes that all children have the right to protection from harm, neglect and abuse and that their wellbeing is of paramount importance. Coalway Infant School aims to ensure good relationships between, and good behaviour towards, all members of its community and that learning and personal development takes place in a climate of trust, safety and confidence.

We have a system of rewards which aims to motivate and encourage pupils as well as helping to build individual self-confidence and self-esteem. Coalway Infant School values everyone's unique contribution to the community. Everyone has a responsibility for safeguarding and promoting the wellbeing of all pupils and all staff have a duty of care, to ensure that pupils are protected from harm.

Coalway Infant School will ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.

The aim of the policy

The aim of Coalway Infant School's anti-bullying policy is to assist in creating an ethos in which attending our school is a positive experience for all members of the community and to make it clear that all forms of bullying are unacceptable. All members of Coalway Infant School's community are responsible for helping to reduce bullying incidents; our staff will be alert to the signs of bullying and act promptly and firmly against any bullying behaviours. The policy aims to encourage pupils to report incidents of bullying and, in turn, to ensure that incidents of bullying are dealt with effectively.

Victims who report bullying will always be listened to and pupils displaying bullying behaviour will be encouraged to change their attitudes and understand the implications of their actions. Coalway Infant School will equip all staff with the necessary skills and information necessary to deal with incidents of bullying and ensure that all incidents of bullying are recorded and, where appropriate, shared with relevant organisations. It is also acknowledged that bullies may have complex reasons for their behaviour and may well need help. It should also be recognised that the consequences of being allowed to 'get away with it' can be detrimental to them as well as to their victims. All pupils deserve the opportunity to be helped to understand what acceptable behaviour is.

Defining Bullying and Hate Crimes

Bullying is "Behaviour by an individual or a group, **repeated over time**, which intentionally hurts another individual either physically or emotionally" (DfE "Preventing and Tackling Bullying", July 2017).

Hate crime is "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)

Bullying can be:

- Emotional Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical Pushing, kicking, hitting, punching or any use of violence
- Sexual Unwanted physical contact or sexually abusive comments
- Racist Racial taunts, graffiti, gestures
- Homophobic Because of, or focussing on, the issue of sexuality
- Transphobic Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles
- Verbal Name-calling, sarcasm, spreading rumours, teasing
- Hate Hostility or prejudice
- Cyber All areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

It is very important for pupils to realise the extent of bullying as many are mistaken or misunderstand the definition when they 'fall out' with friends. Children do sometimes fall out and not always get along or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank and to be resilient. Pupils have to learn how to deal with these situations and develop social skills to repair relationships.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from Coalway Infant School. These behaviours, however, do not in and of themselves mean that bullying is taking place. Likewise, bullying may occur without these behaviours appearing. Coalway Infant School recognises that hate incidents/crime can be impactful on the victim because they are targeted for 'who they are', an element of their core identity. For example: If a young person with a disability witnesses disablist bullying they may become fearful and anxious about also being at risk despite not being directly bullied themselves.

What can a pupil do if they are being bullied?

Pupils should always feel confident that they will be listened to if reporting a bullying incident and should tell an adult that they trust.

Pupils will be encouraged to:

- Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- Not immediately fight back as it may make things worse. Talk to a teacher or parent/guardian first.

If a pupil knows someone is being bullied:

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.

- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble

As a Parent: signs of bullying

In identifying or dealing with bullying, a parent should consider the following steps:

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform Coalway Infant School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of Coalway Infant Schools policy concerning bullying, and that they will not be afraid to ask for help.

Coalway Infant School's Commitments

Coalway Infant School will:

- Organise our school community in order to minimise opportunities for bullying, e.g. provide increased supervision at play times.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. in assemblies.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Ensure the fair and consistent application of this policy and Coalway Infant School's Motivation and Behaviour Policy.
- Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, etc.
- Treat bullying as a serious offence and take every possible action to eradicate it.
- Work alongside other agencies concerned with the wellbeing and welfare of children.

Strategies for dealing with bullying

Two main aims determine appropriate action when reacting to incidents of bullying.

1. To make the child who has been bullied feel safe
2. To encourage better behaviour from the child who has displayed bullying behaviours, colluders and bystanders.

In order to achieve this Coalway Infant School will use a range of strategies appropriate to the nature, severity and history of the bullying.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff who has been approached will deal with the incident immediately

- Discussions with both parties. This will require patience and understanding. Ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Coalway Infant School
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Headteacher or the Deputy Headteacher
- If they do not own up, investigate further. Children usually own up if presented with all the facts
- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with the victim to ensure no repetition
- In cases of serious bullying, the incidents will be recorded by the SIMS administrator following notification by the member of staff.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- An attempt will be made to help the bully (bullies) change their behaviour

Action by Class Teacher /Head Teacher /Governors:

- Initially, any incident will be dealt with by the class teacher talking to the children involved, followed by whole class discussion if necessary.
- In the event of a proven case of bullying behaviour not being resolved, the Educational Psychologist (or other outside agencies) may be involved.
- Victim and bully may be brought together to resolve the problem.
- Depending on the exact circumstances of the incident, parents of both victim and bully may be informed and invited to discuss the matter.
- Governors will be informed of any serious incidents of bullying.

Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate as fully as possible
- To take appropriate action, or refer the matter to the Headteacher for further action using Appendix 1
- To record and inform parents of bullying incidents
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying
- To foster by example the values we as a school believe in
- To promote the use of interventions, which are least intrusive and most effective

Disciplinary Steps

Where disciplinary steps are required, Coalway Infant School will consider the following actions, depending on the nature and severity of the incident:

- Bullies will be warned officially to stop offending.
- Parents/guardians will be informed.
- Pupils may be excluded from participation in play time at break and/or lunch times
- Pupils may have other privileges removed.

- Pupils may be escorted around the school premises.
- If bullying is persistent, pupils may be excluded for a fixed period (one or two days).
- If bullying continues following return from a fixed term exclusion, a longer period of removal may be considered.
- Ultimately, permanent exclusion (expulsion) will be considered

It is the clear policy of Coalway Infant School, agreed by the Governors, teaching and support staff that **BULLYING WILL NOT BE TOLERATED.**

Monitoring, Evaluation and Review

The school will review this policy and its implementation and its effectiveness every 2 years or earlier if needed.

Appendix 1

Coalway Infant School - Bullying Report Form.

Name of person reporting incident			
Name of pupil (s) being bullied			
Year Group		Class	
Date			
Contact Details			
INCIDENT DETAILS			
<u>Details of Incidents and Pupils involved</u>			
<u>Actions</u>			

[illegible]