



Bullying and Discrimination Prevention Policy

Written by the Senior Management Team

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Durand Primary School

Bullying and Discrimination Prevention Policy

Introduction

At Durand Primary School we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying and Discrimination of any kind is unacceptable at Durand Primary School. When bullying does occur, all pupils are able to tell someone and know that the incident will be dealt with promptly and effectively. We are a listening school. Anyone who knows that bullying is taking place feels able to approach a member of staff who will listen and respond accordingly.

Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

This policy acknowledges the Welsh Government's Respecting Others Guidance 2011 and complies with the Equality Act 2010.

This policy should be read in conjunction with the Behaviour Policy and Strategic Equality Plan.

A Definition of Bullying

Bullying is "a persistent, deliberate attempt to hurt or humiliate someone and often involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional and/or physical harm to another person or group of people.

Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals of equal power should not be seen as bullying."

Bullying can take many forms, but the three main types are:

- Physical – hitting, kicking, taking belongings, sexual harassment or aggression
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, non-verbal intimidation, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones (through social networking sites)

There are many important categories of bullying, including:

- Socio-Economic Status

- Gender Identity (transphobic bullying)
- Sexual Orientation (homophobic or biphobic bullying)
- Homophobic
- Faith-based
- ALN/Disability
- Gifted/Talented
- Cyber
- Racist

Definition of Discriminatory Incidents

A discriminatory incident is any incident which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a protected characteristic, listed below:

- Age
- Disability
- Gender re assignment
- Marriage and civil partnership
- Race
- Religion or belief
- Sex
- Sexual orientation
- Pregnancy and maternity
- Welsh Language (not officially a protected characteristic but treated as such by Monmouthshire County Council)

Whole School Approach to Bullying Prevention

In Durand Primary School all members of our community should be able to feel safe and respected. We will challenge all forms of bullying and discrimination and such behaviour is unacceptable. This policy has a clear link to our Behaviour Management Policy.

The setting uses the following strategies:

- Buddying
- Playground Buddies
- Circle of Friends
- Peer Supporters
- Positive Rewards
- Restorative Approaches
- Supervision during break and lunch times

These strategies are supported through the curriculum or educational activities in PSE / SEAL, circle time, creative writing, drama, history and RE to prevent bullying and to promote positive behaviour and good relationships within the setting.

Roles and Responsibilities

All members of the community have an active role to play in the prevention of bullying and discrimination behavior, to promote positive relationships and respect as well as responding to incidents when they occur.

The Governing Body should:

- Ensure that every pupil has the right to learn, free from the fear of bullying or discrimination.

The Headteacher should:

- Ensure that the Bullying Prevention Policy and reporting procedures are known to the whole staff, children and young people, parents/carers and outside agencies (where appropriate);
- Ensure that all staff have the opportunity to receive training;
- Ensure that there is suitable and sufficient opportunity in the curriculum and non-curriculum time through the school's PSE programme to explore issues relating to all types of bullying and discriminating incidents;
- Ensure that incidents are recorded, monitored and reported to the LA and inform the schools self-evaluation process;
- Report the Governing Body annually.

Staff should:

- Receive, respond, taking seriously and act upon information which is disclosed;
- Report any observed, suspected or disclosed incidents to the nominated member of staff.

Children and Young People should:

- Report incidents straight away, observing incidents can suggest support for the perpetrator;
- Tell someone you trust straight away;
- Ask parents/family or staff for advice and help. If you are too scared to tell an adult on your own, ask a friend to go with you.

Parents/carers should:

- Reassure their child that they are doing the right thing to tell you;
- Remember that you may be the first person to know of any bullying incident. Try to stay calm and make notes which may be useful later;
- Contact the setting;
- Work **with** the setting to draw up ideas that will help to support your child.

Procedures

1. Report bullying incident to a member of staff.
2. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly using a range of strategies.
3. In cases of serious bullying, the incident will be recorded on the appropriate form (Appendix1)
4. Serious cases that are linked to the protected characteristics are reported termly to the Local Authority (Appendix 2)
5. In serious cases parents will be informed and will be asked to come to a meeting to discuss the problem.
6. Staff will work with the bully/bullies to help to change their behaviour.
7. If necessary and appropriate the police will be informed.

Outcomes

1. The bully/bullies may be asked to genuinely apologise. Other consequences may take place. (see sanctions in Behaviour Management Policy).
2. If possible, the pupils will be reconciled.
3. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
4. In serious cases, fixed term exclusion will be considered.

Incidents outside of School

A good deal of bullying can take place outside of school, to and from school, on school transport, school trips or on mobile phones and social networking sites. All pupils are expected to comply with the School Travel Code 2010 (see school Behaviour Management Policy and Acceptable Use of ICT Policy).

The school **may take reasonable** steps, at the discretion of the head teacher, to investigate incidents that have a negative impact on the orderly running of the school and/or might pose a threat to another pupil during school time or member of staff.

Working with the Police

The School will cooperate with the police if a child or young person or parent/carer has reported an incident. Some forms of bullying behaviour may involve criminal offences. In the case of schools they may contact the Schools Community Police Officer (SCPO). If the matter is urgent and the SCPO is unavailable, the school will contact the police directly in order to protect the person experiencing the bullying and to respond appropriately to the incident (see All Wales School Crime Beat Policy).

The school will also work in partnership with the SCPO as part of the schools bullying prevention work (see www.schoolbeat.org).

Monitoring and Evaluation

The School will monitor incidents of bullying and discrimination in order to identify patterns of behaviour and the extent of the bullying. The School will then use this data to review the effectiveness of current policy and practice. The School will also take into consideration any findings or recommendations from inspection reports and/or independent reviews.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Our School Council has developed its own positive behaviour code.

Arrangements for reviewing the policy

This policy will be reviewed every two years or in light of new guidance or recommendations.

Headteacher:

Chair of Governors:

Date:

Appendix 1

Recording Incidents of Bullying and Discrimination

Date:	Member of staff completing form:
Name(s) of Aggressor(s)	Name(s) of Target(s)
<p>Bullying is: A persistent, deliberate attempt to hurt or humiliate someone and often involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional and/or physical harm to another person or group of people.</p> <p>Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals of equal power should not be seen as bullying and should be recorded as discriminatory incidents in the left column below. Bullying should be recorded in the right column.</p>	

Type of Incident			
Tick	One off Incident	Tick	Bullying
	Age Appearance / personal hygiene Cyberbullying Disability Gifted / talented LAC Marriage / civil partnership Poverty/ deprivation Pregnancy/maternity Race Religion / belief SEN Sex (gender) Sexual orientation Transgender / gender reassignment Welsh Language Young Carer		Age Appearance / personal hygiene Cyberbullying Disability Gifted / talented LAC Marriage / civil partnership Poverty/ deprivation Pregnancy/maternity Race Religion / belief SEN Sex (gender) Sexual orientation Transgender / gender reassignment Welsh Language Young Carer
Tick	Activity (time)	Tick	Location
	Journey to / from school Form Tutor Period Lesson: Play / break time Lunch break Extra-curricular Other:		Bus Playground / yard Classroom Corridor Changing Rooms Toilets Dining Room Outside school premises Other:

Brief description of the incident

Tick	Action Taken
	Medical treatment Discussion with pupils Reflective time out Restorative approach Telephone conversation / meeting with parents / carer Letter to parents / carer Follow up work through curriculum Defined on-going support / monitoring by school staff School sanctions Fixed exclusion Permanent exclusion Referral to other agency (specify) Other (specify)

If referred to class teacher / senior manager	
Name:	Date:

Tick	Status
	Resolved Unresolved Further information if required:

Information updated on SIMS:	
Name:	Date:

Appendix 2

The Local Authority Incident Record must be completed every term and returned to the following email address

Anti-bullying.reporting@monmouthshire.gov.uk no later than the last Friday of each term.

quality Act 2010 Protected Characteristics
Age (does not apply to pupils in a school)
Disability
Transgender / Gender Reassignment
Marriage and civil partnership
Pregnancy and Maternity
Race
Religion or belief
Sex (gender)
Sexual Orientation

Additional 'risk factors' have been identified and are included in the incident recording form:
Appearance / personal hygiene
Cyberbullying
Gifted / talented
LAC
Poverty/ deprivation
SEN
Welsh Language (Welsh Language Act)
Young Carer

Recording 'one off' discriminatory incidents
Record all individual incidents involving pupils that take place in school that can be logged against one of the above protected characteristics or a 'risk factor'. Only incidents that you would usually keep a record of in school should be recorded.

Identifying Bullying

The school should ask the following questions in relation to all types of bullying including racial bullying:

How many times has the bullying occurred?

How long has it been going on?

Is there intent?

Is there an imbalance in power?

Is the person who has been targeted in some form of distress?

If you have answered yes to the above then bullying has taken place. The school must carry out its own internal investigation and complete the Local Authority Incident Record.

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