

# Anti-bullying Policy and Hate Incidents/ Crimes Reporting (Students)

**Designated Teacher: Principal/ Assistant Principals (KS3/KS4/KS5)**

**Reviewed by: Governors' Policy Committee**

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# ANTI-BULLYING AND HATE INCIDENT/ CRIMES REPORTING POLICY FOR STUDENTS

## 1. INTRODUCTION

- 1.1. Bullying, hate and prejudice based incidents are a major concern for the Trust and is an issue that affects students, parents/ carers, governors, teachers, non-teaching staff and others and can have extreme consequences.
- 1.2. At all Trust Academies we are determined to record and report bullying and prejudice based incidents and act to eliminate all discrimination, prejudice, harassment and victimisation against students, to demonstrate our commitment to anti-discrimination and the Equality Act 2010.
- 1.3. We want to provide our students with a safe, secure and happy environment in which to learn. We expect high standards of behaviour and do our best to encourage our students to develop into responsible and valued members of the community who can build and sustain good relations with others.
- 1.4. 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.
- 1.5. We therefore feel that it is important to supplement our Behaviour & Discipline Policy and the Charter of Student Rights & Responsibilities 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 which is racist, homophobic, about disability or difference.
  - supports students who have been involved in bullying and hate incidents.

1.6. To echo the phrase from the DfE, we do not want our students to “suffer in silence”.

## **2. DEFINITIONS OF BULLYING AND HATE INCIDENTS/ CRIMES**

### **2.1 What is bullying?**

2.1.1 Bullying is defined as:

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

2.1.2 It usually takes one of four forms:

- *Physical* e.g. hitting, fighting, taking belongings
- *Verbal* e.g. name-calling, insulting remarks, racist or homophobic comments
- *Indirect* e.g. rumour-mongering, excluding someone from social groups
- *Cyber-bullying* e.g. texting, use of websites, social media etc

### **2.1 What is a hate incident?**

2.2.1 A hate incident is legally defined as:

“any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person motivated by prejudice or hate.”

2.2.2 Hate incidents may be based upon homophobic/ sexual orientation, race/ ethnicity, religion/ beliefs, disability/ special educational needs, gender identity.

2.2.3 Hate incidents can consist of verbal abuse, insults, detrimental comments, abusive language, gestures, comments on social networking and “jokes” or “banter” focused upon race, religion, disability, learning difficulties sexual orientation, gender identity and ethnicity.

### **2.3 What is a hate crime?**

2.3.1 A hate crime is legally defined as:

“Any hate incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate.”

2.3.2 A hate crime should be reported directly to the police.

2.3.3 For some students, bullying behaviour is regarded as acceptable behaviour, where strength is shown through aggression. This type of behaviour is contrary to the ethos of the Trust and Trust Academies. 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.

### 3 RAISING AWARENESS THROUGH THE CURRICULUM

#### 3.1 The impact of bullying

3.1.1 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 committing suicide.

3.1.2 Therefore:

- Awareness of bullying and hate incidents/ crimes is raised through many elements of the Personal, Social, Health, Citizenship and Economic Education (PSHCEE) programme so that students are always aware that this behaviour is morally and socially unacceptable and will not be tolerated.
- PHSCEE lessons and the whole Academy curriculum continue to address the impact of bullying, hate incidents, prejudice, 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.

- Pastoral KS5 Alliance Leaders will deliver training on expected behaviour.
- Form tutors and class teachers are encouraged to 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.
- Assemblies are periodically used as a vehicle for raising awareness, using relevant examples.
- The Trust has an E-Safety Policy which outlines the Trust's expectations for student behaviour related to social media, such as Facebook.
- Bullying is a regular item on the individual agenda of the School Council at each individual Academy.

#### **4 PROCEDURES FOR DEALING WITH INCIDENTS**

- 4.1 All incidents must be treated seriously by staff and referred to the Form Tutor/Head of Year /Progress Tutor/Head of Alliance/ Inclusion Manager/ Assistant Principals as soon as possible.
- 4.2 Written statements should be taken using the standard pro-forma from all students involved.
- 4.3 Both 'victim' and the 'bully/perpetrator' must be made aware that the Trust views any instance of bullying or hate incident very seriously.
- 4.4 It is imperative that the victim is supported and is given help, support and guidance.
- 4.5 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.
- 4.6 Follow up procedures, tracking and monitoring of repeat incidents should check that the bullying or hate incident and behaviour has not resumed.
- 4.7 Head of Year /Head of Alliance/ Assistant Principal will judge the seriousness of the incident. In the case of a minor 'one off' incident, in which no physical harm is done, a reprimand may be sufficient. More serious or persistent cases will necessitate the involvement of the Assistant Principal/ Vice Principal. In these cases, parents/ carers must be informed and invited into the Academy.

- 4.8 Sanctions must be clear, consistent and appropriate to the seriousness of the incident and in accordance with the Trust Positive Discipline Policy.
- 4.9 A record will be kept of all bullying and hate incidents, this will be added to the student record.
- 4.10 If a hate incident occurs the Head of Year/ Head of Alliance/ Inclusion Manager/ Assistant Principal will record this and it will be reported anonymously to Leeds City Council within 7 days of the incident.
- 4.11 If a hate crime is reported to staff members this will be reported immediately to West Yorkshire Police.
- 4.12 Where other strategies do not resolve the problem, permanent exclusion may be justified in the most serious and persistent cases, particularly where violence is involved. The DfE guidance for Local Authority exclusion appeal panels makes clear that students responsible for violence or threatened violence should not normally be re-instated.
- 4.13 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 taken into account 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.

## **5 STUDENT SUPPORT**

- 5.1 Once the incident has been dealt with, it is important that there are no further problems.
- 5.2 The victim should alert the Form Tutor/Head of Year/ Progress Tutor/Head of Alliance/ Inclusion Manager/ Assistant Principal 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.
- 5.3 Similarly, the bully must be monitored so that no further incidents occur.

## **6 STUDENT CHARTERS**

### **6.1 Bullying: A Charter of Student Rights**

6.1.1 As a member of the academy, 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

### **6.2 Bullying: A Charter of Student Responsibilities**

6.2.1 All TGAT Academies 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**

## **7 WHAT TO DO NEXT**

7.1 **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

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

- tell a member of staff or another adult at The Academy
- tell a parent/carer, friend or family member who can contact the Academy
- 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

### 7.3 **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

## 8 **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 Academy or at home, ring **ChildLine** on Freephone 0800 1111, or email [www.childline.org.uk](http://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](http://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 – [www.getconnected.org.uk/Bullying](http://www.getconnected.org.uk/Bullying) Website: 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/](http://www.diversityrolemodels.org/) [www.stonewall.org.uk/](http://www.stonewall.org.uk/)
- Advice with regards to hate incidents and crimes [www.stophate.org](http://www.stophate.org)