



Together we Develop, Inspire, Succeed

Anti-Bullying and Anti-Hate Policy

UPDATED: May 2025

REVIEWED BY GOVERNORS: Curriculum Committee

NEXT REVIEW: May 2026

This policy is rooted in our school vision to 'Together we Develop, Inspire, Succeed' and it is from this that our aims come.

- To continuously strive in **developing** a happy and secure school by working to maintain a caring, safe and protective environment.
- To **inspire** our pupils to show consideration, acceptance and tolerance of each other.
- To **succeed** in making our school a happy and safe place in which our pupils can grow and learn.

Our aims and values

At Dinglewell Infant School bullying and hate crime **will not** be tolerated. We aim to create a happy and secure environment by:

- Promoting high standards of behaviour for all
- Ensuring that adults are good role models and treat each other with respect at all times
- Ensuring that all children and adults within the school have a common understanding of what bullying is, including cyber bullying
- Minimising all forms of bullying
- Ensuring that we identify any potential for bullying or hate crimes within the school and promoting positive relationships linked to British Values of tolerance and personal liberty.
- Committing ourselves as a whole school community, to act together on this issue
- Ensuring that our parents/carers support their children to behave well and respect others

Definition of Bullying

Bullying is defined as 'behaviour by an individual or group, repeated over time that intentionally hurts another individual either physically or emotionally' (DfE "Preventing & Tackling Bullying", July 2017). Bullying is a **purposeful and a persistent** action that can take many forms and can happen to anyone.

It is:

- Any deliberate actions or words that are intended to hurt, frighten, ridicule or intimidate another person
- It may be related to race, religion, culture, special educational needs, disability, sexual orientation, gender, transgender, lifestyle or home circumstances
- It can be physical – pushing, kicking, hitting, punching or fighting
- It can be verbal – name-calling, threats, racial abuse, gender abuse, disability harassment, sarcasm, spreading rumours, teasing
- It can be emotional – tormenting, excluding, ganging up
- It can involve the misuse of technology – email, internet, mobile phones, text messaging
- It can involve taking or damaging another person's property
- It is a denial of human rights
- It is a denial of equality of opportunity

Definition of Hate Crime

Hate crime is defined as 'acts of violence, hostility and intimidation directed towards people because of their identity or perceived difference'. It is the targeted victimisation of those who are considered different.' The recorded strands of hate crime include disability, gender, race, religion, sexuality, age, alternative subcultures and homelessness.

This policy covers all types of bullying including:

- Bullying on the grounds of race, religion or culture
- Bullying on the grounds of special educational needs or disabilities
- Bullying related to physical appearance or health conditions, either mental or physical
- Bullying relating to sexual orientation (homophobic bullying)
- Bullying related to home circumstances
- Sexist, sexual or trans phobic bullying
- Bullying through use of technology e.g cyber-bullying through text messages, social media or the internet
- Child-on-child abuse

We believe that:

- All children have the right to come to school
- All children have the right not to be afraid
- All children should feel safe and happy in school
- All children should be able to trust the adults in school to keep them safe
- All children should know our policy on bullying
- All parents should know our policy on bullying and be able to raise any concerns that they may have
- All members of the school community should respect one another and treat one another with courtesy and kindness
- People who are bullying others need to learn different, acceptable ways to behave

At Dinglewell Infant School we expect all children to behave well and to treat one another and all adults with respect and consideration. We teach our children to be sensitive to the needs of others and to be aware of how their words and actions impact upon them.

Our response to bullying/hate does not begin when an issue occurs. We make our school values and expectations for behaviour explicit and demonstrate respectful behaviour between adults at all times. We are proactive in resolving issues or conflict between children at an early stage.

Whole school strategies to minimise/prevent bullying and hate

We do this through:

- An awareness that bullying/hate could exist and vigilant observations for signs of it [See Safeguarding, Behaviour & Acceptable Use Policies]
- A curriculum that encourages support and respect for others (as displayed in our values throughout the school and the PSHE curriculum)
- Regular whole school, teacher and class discussions e.g. circle times, assemblies, dealing with friendships, our school values (particularly care, responsibility and respect), playground issues & cyber bullying if appropriate. An annual 'Anti-bullying Week' is held to further raise awareness.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.
- A school Behaviour Policy, with clear expectations about behaviour.
- Procedures for break and lunchtime supervision in toilets, playground and other communal areas.
- A set of guidelines for dealing with incidents of bullying, which should be implemented so that others see that bullying is totally unacceptable.
- Regular updates and evaluations of our approaches to take into account the developments of technology, and provide up-to-date advice and education to all members of the school community regarding positive online behaviour;

Guidelines for resolving problems with bullying

- All allegations of bullying will be carefully investigated at school.
- The class teacher takes steps to discuss the problem with the bully/bullies. An early resolution is sought. Staff will seek to use a restorative approach with the perpetrator(s) and victim(s) together.
- The victim will be reassured that the issue can now be dealt with and given advice on how to deal with further incidences. All members of staff will be informed of the situation and the child will be informed which members of staff to refer the problem to (usually their class teacher and a specific midday supervisor). Both parties should be clear that a repeat of these behaviours will not be acceptable.
- If there is no improvement or further bullying occurs, the parents of the bullying child will be contacted to come into school to discuss the issue with the class teacher and/or Head teacher. The parents of the child being bullied will also be informed of the school's course of action.
- A written record of bullying should be kept as evidence.

As a result, clear expectations will be laid down:

- Where the bullying child could be at specific times of the day, this may include being temporarily removed from the playground/classroom environment where the bullying has occurred and being clearly informed about why they have been removed, until the issue has been resolved.
- Who they should stay away from.

Individual circumstances will determine the precise arrangements to be made in consultation with the school.

Monitoring and review

All adults in school are responsible for following this policy. It is the responsibility of the Head teacher to implement this policy consistently and fairly and to report to the governing body on its effectiveness. It is the responsibility of the governing body to monitor and review the effectiveness of this policy.

This policy should be read in conjunction with:

- Behaviour Policy
- Allegation Management Policy
- Safeguarding Policy
- Acceptable Use of IT Policy
- Equality Policy
- Our school's vision and values
- School Code of Conduct