

**BRYN-Y-DERYN**



**CARNEGIE CENTRE**  
*Cyfleoedd ar gyfer newid a*  
**Ilwyddiant**  
*Opportunities for change and success*

Anti-Bullying, Hate Crime, Hate Incidents  
and Harassment Policy  
2021-2022

## **Rationale**

Every member of the school community is entitled to come to school knowing that they will be free from humiliation, oppression and abuse. All members of the school community are responsible for ensuring that it is caring and protective. Parents are entitled to feel that their children are free from threat or harm. This school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

## **Aims**

To promote an environment where it is regarded as normal and healthy to tell someone about bullying, hate and/or harassment.

To reassure parents that any concerns they express are treated seriously.

To demonstrate to all members of the school community that bullying, hate and/or harassment behaviour is taken seriously and is not tolerated.

To work with learners, parents, staff and external agencies to address bullying, hate and/or harassment and promote a caring and protective ethos in our school.

To ensure that procedures are in place for recording and reporting incidents of bullying behaviour, hate crime, hate incidents and/or harassment.

To ensure that appropriate procedures are in place to assist staff to investigate and deal with bullying behaviour hate crime, hate incidents and/or harassment in a fair and consistent manner.

To ensure that appropriate support and protection is provided for any learner who is a victim of bullying behaviour, hate crime, hate incidents and/or harassment or witnesses such behaviour.

To ensure that appropriate support is given to any perpetrator of bullying, hate crime, hate incidents and/or harassment so that they can recognise the impact of their behaviour and address it.

To enable parents to feel confident that bullying, hate crime, hate incidents and/or harassment is dealt with firmly, positively and consistently.

## **Definition of bullying**

There is no legal definition of bullying in Wales. Previous Welsh Government anti-bullying guidance (Respecting others: Anti-bullying overview, Guidance document No: 050/2011) states that bullying is:

- deliberately hurtful (including aggression)
- repeated over a period of time (whilst recognising that a one-off incident can leave a learner traumatised and nervous of future recurrence)
- difficult for targets to defend themselves against.

Rights, respect, equality: Statutory guidance for governing bodies of maintained schools (2019) defines bullying as: "Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally."

Cardiff LA has adopted this definition. Clarifying what is meant by bullying behaviour is an essential starting point. The above definitions may be helpful for schools when developing their own definition, or a learner-friendly version.

## **Reasons and motivations for bullying**

Children and young people who engage in bullying can have a range of motivations. They may have prejudices against certain groups in wider society. These prejudicial

opinions may be informed by a wide range of factors including the following influencers: media, community and/or family values, or previous personal experience.

*Perpetrators' motivations may also include a desire:*

- for power, pride and popularity
- to belong to a strong in-group with a robust sense of identity and self-esteem
- to avoid being a target of bullying themselves
- to compensate for humiliations, which they themselves have suffered in the past

Bullying does not occur solely between learners. From time to time accusations of bullying of learners by adults (this could include a parent of a learner) in school are raised, learners bullying adults or indeed adults bullying adults. This should be addressed in schools' anti-bullying policies.

### **Forms of bullying**

Bullying can take many forms, including:

**Physical** – kicking, tripping someone up or shoving them, injuring someone, damaging their belongings or gestures of intimidation

**Verbal** – taunts and name-calling, insults, threats, humiliation or intimidation

**Emotional** – behaviour intended to isolate, hurt or humiliate someone, sly or underhand actions carried out behind the target's back or rumour spreading, bullying that tries to harm the target's relationships, drawing their friends away, isolating or humiliating someone or deliberately getting someone into trouble

**Sexual** – unwanted touching, threats, suggestions, comments and jokes or innuendo. This can also include sextortion, so called 'revenge porn' and any misuse of intimate, explicit images of the learner targeted

**Online (cyber)** – using any form of technological means, mobile phones, social networks, gaming, chat rooms, forums or apps to bully via text, messaging, images or video

**Prejudice-related** – bullying of a learner or a group of learners because of prejudice.

### **WHAT IS A HATE CRIME AND A HATE INCIDENT?**

#### **Definition of hate crime**

A hate crime is defined as any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.

*Hate Crimes can include:*

- physical attack/assault
- criminal damage, damage to property, offensive graffiti, arson
- harassment
- hate mail
- causing harassment, alarm or distress (Public Order Act 1986)

#### **Definition of a hate incident**

A hate incident is any non-crime incident which is perceived by the victim or any other person, to be motivated by a hostility or prejudice based on a person's race or

perceived race / religion or perceived religion / sexual orientation or perceived sexual orientation / disability or perceived disability / transgender or perceived to be transgender.

Anyone can be the victim of a hate incident. For example, you may have been targeted because someone thought you were gay even though you're not, or because you have a disabled child.

Not all hate incidents will amount to criminal offences, but it is equally important that these are reported and recorded.

*Hate incidents can include:*

- verbal abuse, name calling, offensive jokes
- harassment and insults
- bullying or intimidation
- hate mail, abusive phone or text messages
- malicious complaints
- online abuse

### **Harassment**

Harassment is unwanted attention, which is offensive or makes a person feel intimidated or humiliated. This can include spoken or written words or abuse.

*Unwanted attention can include:*

- spoken or written words
- offensive emails
- tweets or comments on websites and social media
- images and graffiti
- physical gestures
- facial expressions
- banter that is offensive to you

### **Reporting Incidents**

Bullying, hate crime, hate incidents and/or harassment can only be stopped and the problems it creates dealt with, if it is reported. Silence gives the bully the confidence to carry on. A learner who is the victim of bullying, hate crime, hate incidents and/or harassment or witnesses bullying, hate crime, hate incidents and/or harassment should report it to a parent, teacher, friend or member of the school staff.

*Report bullying by:*

- talking to one of the people described above
- by email to a member of staff
- online to Cardiff Against Bullying
- by phone to Childline on 0800 1111

### **Roles and Responsibilities**

#### **Learners**

Learners should not take part in any kind of bullying and should watch out for signs of bullying, hate crime, hate incidents and/or harassment amongst their peers. They should never be bystanders to incidents of bullying, hate crime, hate incidents and/or harassment and should intervene to protect the learner who is the victim, unless it is unsafe to do so, seeking the support of a member of staff if necessary.

If learners witness bullying, hate crime, hate incidents and/or harassment they should support the victim, encourage them to report the bullying, hate crime, hate incidents and/or harassment and if possible, accompany them to tell a trusted adult. They should provide a written witness statement on the understanding that their statement will be treated sensitively and they will receive any support they need.

### **Parents and Carers**

Parents and carers should look out for signs of bullying, hate crime, hate incidents and/or harassment such as distress, lack of concentration, feigning illness or other unusual behaviour by their child.

Parents should monitor their child's use of the internet and particularly the use of social media and messaging services. Parents and carers should tell their children not to retaliate and support and encourage them to report the bullying, hate crime, hate incidents and/or harassment.

Parents and carers can themselves report bullying, hate crime, hate incidents and/or harassment to the school either in person or by phoning or e mailing the school office or a member of staff.

Parents should understand that the school may need time to investigate and address the reported bullying behaviour and should fully support the school in dealing with the bullying.

Parents should co-operate with the school if their child is accused of bullying, hate crime, hate incidents and/or harassment.

### **Staff**

All school staff, teaching and non-teaching, have a duty to report bullying, hate crime, hate incidents and/or harassment, to be vigilant for the signs of bullying, hate crime, hate incidents and/or harassment and to play an active role in the school's efforts to prevent bullying, hate crime, hate incidents and/or harassment. If staff become aware of bullying, hate crime, hate incidents and/or harassment they should reassure the victim(s) involved and inform their Pastoral team and/or senior leadership team.

Staff should listen to a child who reports an incident of bullying, hate crime, hate incidents and/or harassment take what they say seriously and act to support and protect them.

Staff should follow up any complaint by a parent about bullying, hate crime, hate incidents and/or harassment and report back promptly and fully on the action which has been taken.

Observed incidents of bullying, hate crime, hate incidents and/or harassment should be dealt with promptly and fairly in accordance with agreed procedures.

### **Senior Staff**

The Head of Centre and the Senior Leadership Team have overall responsibility for ensuring that this Anti-Bullying policy is followed by all members of staff and that the school fulfils its duty to promote the safety and well-being of all its young people.

## **Managing Committee**

The Management Committee condemns any bullying, hate or harassment behaviour in school and will ensure that any incidents of bullying, hate or harassment are taken very seriously, and dealt with appropriately. The management committee supports the actions of the school staff and of the learners to eliminate bullying, hate and/or harassment from the school. Anti-bullying and this policy will be monitored by the Attendance, Behaviour and Well-being sub-committee.

## **Supporting Learners**

*Learners who have been bullied will be supported by:*

- reassuring the learner and providing continuous pastoral support
- offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice
- being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate
- working towards restoring self-esteem and confidence. Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers
- where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance

*Learners who have perpetrated bullying will be helped by:*

- discussing what happened, establishing the concern and the need to change
- informing parents/carers to help change the attitude and behaviour of the child
- providing appropriate education and support regarding their behaviour or actions
- if online, requesting that content be removed and reporting accounts/content to service provider
- sanctioning, in line with school's Learner Engagement policy; this may include official warnings, reflections, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions
- where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Cardiff Against Bullying or other appropriate agencies

## **Supporting Adults**

Our school takes measures to prevent and tackle bullying among learners; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by learners, parents or other staff members, is unacceptable.

*Adults who have been bullied or affected will be supported by:*

- offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the head of centre
- advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate
- where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' learner engagement policy
- reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online

- reassuring and offering appropriate support
- working with the wider community and local/national organisations to provide further or specialist advice and guidance

*Adults who have perpetrated the bullying will be helped by:*

- discussing what happened with a senior member of staff and/or the Head of Centre to establish the concern
- establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures
- if online, requesting that content be removed
- instigating disciplinary, civil or legal action as appropriate or required

## **Preventing Bullying, hate crime, hate incidents and harassment**

*As a school we will:*

- appoint an anti-bullying, hate crime, hate incidents and harassment lead (RMA)
- raising awareness about bullying, hate crime, hate incidents and harassment behaviour
- use opportunities across the new curriculum for Wales 2022 to embed positive behaviour and respect
- use interventions as a whole-school strategy to address bullying, hate crime, hate incidents and harassment behaviour
- utilise opportunities for addressing bullying, hate crime, hate incidents and harassment through, displays, posters, restorative justice sessions, peer support and the School Council
- making the information in this policy available to everyone in our school community - through availability on website / staff handbooks / school prospectus
- encouraging those bystanders who witness bullying, hate crime, hate incidents and harassment to act positively by alerting staff and exerting collective peer pressure to deter perpetrators
- valuing and celebrating everyone's differences, skills and talents
- actively create "safe spaces" for vulnerable children and young people including the use of the wellbeing rooms
- where appropriate use trained mediators (eg. Police Schools Liaison Officers) in achieving a suitable resolution
- continuously review and update policy in line with best practice and findings; and
- contact relevant outside agencies where appropriate
- active involvement of our designated Police SCPO in the delivery of the All Wales

## **School Liaison Core Programme**

Showing respect for others and challenging and educating about inappropriate language that is; racist, homophobic, sexist, religiously bias, disablist or would be deemed offensive or derogatory by any protected groups named in the equality act.

*We will:*

- set out clear guidelines for parents/carers wishing to complain about bullying, hate crime, hate incidents and harassment
- set out clear age-appropriate guidelines for learners wishing to complain about bullying, hate crime, hate incidents and harassment
- all staff modelling appropriate positive behaviours by example

## **Involvement of Learners**

*We will:*

- involve learners in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying
- regularly canvas children and young people's views on the extent and nature of bullying
- ensure that all learners know how to express worries and anxieties about bullying
- ensure that all learners are aware of the range of sanctions which may be applied against those engaging in bullying
- involve learners in anti-bullying campaigns in schools and embedded messages in the wider school curriculum
- utilise learner voice in providing learner led education and support
- publicise the details of internal support, as well as external helplines and websites
- offer support to learners who have been bullied and to those who are bullying to address the problems they have

### **Involvement of Parents/Carers**

*We will:*

- take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying, hate crime, hate incidents and/or harassment
- make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
- ensure all parents/carers know who to contact if they are worried about bullying, hate crime, hate incidents and/or harassment and where to access independent advice
- work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying, hate crime, hate incidents and/or harassment
- ensure that parents work with the school to role model positive behaviour for learners, both on and offline. Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner

### **Monitoring and Review**

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning. The Head of Centre will be informed of bullying concerns, hate crime, hate incidents and/or harassment, as appropriate.

### **Related Policies**

- Child Protection and Safeguarding
- Learner Engagement Policy
- Relationship Policy

### **Useful Links and Supporting Organisations**

- ♣ Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- ♣ Bullies Out: <https://bulliesout.com/>
- ♣ Cardiff Against Bullying: [www.cardiffagainstbullying.co.uk](http://www.cardiffagainstbullying.co.uk)
- ♣ Childline: [www.childline.org.uk](http://www.childline.org.uk)
- ♣ Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)



- ♣ Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- ♣ MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- ♣ NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- ♣ Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- ♣ Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- ♣ Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- ♣ Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

## ALN

- ♣ Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- ♣ Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- ♣ Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [www.cafamily.org.uk/media/750755/cyberbullying\\_and\\_send\\_-\\_module\\_final.pdf](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf)
- ♣ DfE: SEND code of practice: [www.gov.uk/government/publications/send-code-of-11-practice-0-to-25](http://www.gov.uk/government/publications/send-code-of-11-practice-0-to-25)
- ♣ SNAP Cymru: <http://www.snapcymru.org/>

## Cyberbullying

- ♣ Childnet: [www.childnet.com](http://www.childnet.com)
- ♣ Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- ♣ Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- ♣ UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- ♣ The UK Council for Child Internet Safety (UKCCIS)  
[www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis)

## Race, religion and nationality

- ♣ Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- ♣ Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- ♣ Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- ♣ Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- ♣ Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)
- ♣ Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
- ♣ Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

## LGBT


- ♣ Barnardo's LGBT Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- ♣ Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)
- ♣ EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- ♣ Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
- ♣ Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- ♣ Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## Sexual harassment and sexual bullying

- ♣ Ending Violence Against Women and Girls (EVAW)  
[www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)
- ♣ Disrespect No Body: [www.gov.uk/government/publications/disrespect-nobody-campaign-posters](http://www.gov.uk/government/publications/disrespect-nobody-campaign-posters)

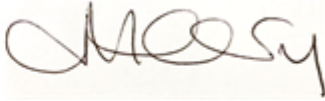
♣ Anti-bullying Alliance: Preventing and responding to Sexual Bullying: [www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual)

♣ Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: [www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related)

Signed:   
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*F. Simpson*

*Head of Centre*

Signed:   
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*J. Heerey*

*Chair of Management Committee*