



Anti-Bullying Policy Including Responding to Prejudice-Related Incidents Petersfield Church of England (Aided) Primary School



Version	2023 Review
Policy Type	FGB
Discussed by staff	Sept 23
Approved by the Headteachers	Sept 23
Adopted by the FGB	6 th September 2023
Next Review	2026

God teaches us we are all equal, valued and unique.

We are a small rural school with deeply held Christian values which motivate and inspire us to provide a rich and diverse education. **"I have come that they may have life, and have it to the full." John 10:10.**

Love: 1 Corinthians 13:4-7 - It is integral in all our decision-making. This equips our children for all aspects in life, as they grow and reach their full potential.

Trust: Isaiah 26:4 - It encourages the whole school to work together for the mutual benefit of all, promoting an excellent working relationship

Peace: Thessalonians 5:13 - It helps us to respect each other, recognising all opinions to provide a safe and inclusive learning environment that encourages discussion of all ideas, so promoting a deeper understanding of each other and the wider world.

Friendship: Luke 6:31 - We constantly strive to build and foster the positive relationships so providing a safe and caring environment in which to learn.

Creativity: Romans 12:6 - Each one of us has a unique talent, we all have inherent creativity, and we actively encourage this in all aspects of school life.

This Anti-Bullying Policy should be read in conjunction with our Relationships Education Policy, Safeguarding and Child Protection Policy, E-Safety Acceptable Use Policy, PSHE Policy and Positive Behaviour Management Policy.

1 Context

1.1 Aims

As a school, we believe that all children have the right to learn in an environment where they feel safe. The purpose of this policy is to communicate how the school aims to create an environment in which everyone agrees that bullying is unacceptable.

The aims of this policy are to:

- establish an agreed definition of bullying
- outline how we involve the whole school community to developing an Anti-Bullying ethos
- share the principles behind our programme of preventative education
- detail how we respond to instances of bullying behaviour.

1.2 Defining Bullying

At our school we define bullying as:

- *repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.*
(Antibullying Alliance definition).

The four key elements of this definition are that the behaviour is:

- hurtful
- intentional
- repetitive

- involves a power imbalance which can make it difficult for the person being targeted by the bullying behaviour to defend themselves.

Bullying behaviour may be:

- Physical- for example pushing, poking, kicking, hitting, biting, pinching
- Verbal – for example name-calling, teasing, belittling
- Indirect – for example spreading rumours, leaving someone out
- Cyberbullying – for example sending nasty messages, posting unkind content online, sharing photos or videos.

These different forms of bullying may occur separately or coexist.

We know that experiencing bullying can have a significant, negative and lasting impact on a child's emotional and mental wellbeing. We also recognise the negative impact that engaging in bullying behaviours or witnessing the bullying of another can have.

1.3 Wider Context

Section 89 of the Education and Inspections Act (2006) states that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

The Education Inspection Framework (2021) requires inspectors to make a judgement on the extent to which, "leaders, teachers and learners create an environment where bullying, peer-on-peer abuse or discrimination are not tolerated. If they do occur, staff deal with issues quickly and effectively, and do not allow them to spread."

We recognise that bullying remains an issue in and out of schools. Nationally, The Good Childhood Report 2020¹ found that 38.6% of children reported having experienced at least one form of bullying in school over the past 6 months. *Locally, the Health-Related Behaviour Survey (2020) found 37% of Cambridgeshire Primary pupils feel afraid of going to school because of bullying at least 'sometimes'*.²

This policy outlines both the preventative work we do with the children to reduce the risk of bullying behaviour occurring, and how we respond when incidents of bullying arise. This policy is consistent with the DfE publication Preventing and Tackling Bullying (2017) and the DfE statutory requirements for Relationships Education and Health Education (2020).

1.4 Inclusion

We are aware of our responsibilities under the Equality Act 2010 to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We recognise that any child may be affected by bullying. We also seek to raise awareness via our preventative education programme with the children that sometimes bullying is related to prejudice. This learning aims to support children to recognise the views of others and to help them understand that identities, lifestyle choices and attitudes will differ among people, but that prejudice and intolerance are always unacceptable.

See our Relationships Education Policy for more detail about how our Relationships Education reduces discrimination, advances equality of opportunity and meets the needs of all, including those pupils:

- with protected characteristics or who have family members with protected characteristics
- with Special Educational Needs and Disabilities (SEND).

1.5 Safeguarding

Keeping Children Safe in Education (2021) states that all staff should be aware that children can abuse other children (often referred to as peer on peer abuse), and that peer on peer abuse includes bullying and

¹ Good Childhood Report 2020 was the 10th Annual Survey of 2000 children aged 10-17 selected to match demographic/socio-economic make up of wider population carried out by The Children's Society.

² The Health-Related Behaviour Survey is carried out with pupils in year 6 or year 5 and 6.

cyberbullying. When staff have concerns about peer on peer abuse, this information is shared with the Designated Safeguarding Lead in line with our Safeguarding and Child Protection Policy. For further information about how our Relationships Education helps us fulfil our statutory safeguarding duties, see the Relationships Education Policy.

2 Involving the Whole School community

2.1 Development of the Policy

This policy has been developed following consultation regarding behaviour during the 2022-2023 academic year following a review of our whole school positive behaviour policy.

2.2 Engaging with Pupils

We will involve pupils in the evaluation and development of the Anti-Bullying Policy in ways appropriate to their age.

- We will refer to local/countywide/national data e.g. Health Related Behaviour Survey for our school/district.
- We will obtain pupils views about which parts of school feel safe to them and how pupils could be helped to feel safer in school.
- We will ask pupils to reflect on their learning and set goals for future learning.
- We will consult pupils (e.g. through School Council) about their perception of the strengths of our Anti-Bullying provision and the areas to be further developed.

2.3 Working with Governors

This policy has been developed with governor involvement, so that the governors are able consider the extent to which leaders, teachers and learners create an environment where bullying, peer-on-peer abuse or discrimination are not tolerated and establish whether staff deal with bullying issues quickly and effectively when they do arise. In order to facilitate this process, the Anti-Bullying Policy will appear annually on the agenda of one governors' meeting. The policy will be available on the school's website. A link governor for Anti-Bullying will be nominated.

2.4 Communicating with Parents/carers

Parents/carers are the first educators of their children about relationships, emotions, empathy and respect and we seek to work in partnership with parents/carers in our approach to Anti-Bullying. We will encourage this partnership by:

- Sharing details of our Anti-Bullying approach on our website
- Informing parents/carers by newsletter or leaflet of forthcoming Anti-Bullying topics, which are predominantly taught through our PSHE curriculum, e.g. Anti-bullying, Diversity and Communities, Personal Safety
- Informing parents/carers about our Anti-Bullying approach as their child joins the school through the school brochure/prospectus/website
- Inviting parents to discuss their views and concerns about Anti-Bullying on an informal basis through drop ins
- Signposting parents/carers to sources of support to help them address the needs of their child if their child has been affected by, is engaging in, or has witnessed bullying behaviours.

3. The Role of Preventative Education

3.1 Principles

This Anti-Bullying Policy is set within the wider context of the school's overall aims and values.

We recognise that effective preventative education can reduce the risk of bullying behaviour occurring. We know that children learn about skills which contribute to their ability to build and sustain healthy relationships in a wide variety of ways, not only through planned lessons, but through their everyday experiences at school and at home. Our school ethos, wider enrichment opportunities and the interventions and support offered all contribute to the development of these skills. All members of staff understand their role in supporting our strong anti-bullying culture.

3.2 Curriculum Organisation

In accordance with the DfE statutory requirements for Relationships Education and Health Education (2020), pupils will learn:

- about different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders (primarily reporting bullying to an adult) and how to get help (Respectful Relationships-Relationships Education).
- that bullying (including cyberbullying) has a negative and often lasting impact on mental wellbeing (Mental Wellbeing- Health Education).
- that the internet can also be a negative place where online abuse, trolling, bullying and harassment can take place, which can have a negative impact on mental health (Internet Safety and Harms – Health Education).

We will primarily use the *Cambridgeshire Primary Personal Development Programme* and the resources recommended within it when planning and delivering PSHCE with an Anti-Bullying focus, which includes their 'Anti-Bullying' units of work.

The Anti-Bullying Units of work provide the opportunity for pupils to learn, in an age appropriate way, about:

- the sort of behaviour that constitutes bullying, including cyberbullying
- how people can be affected by bullying
- the role that bystanders can play in worsening or improving a bullying situation
- the difference between bullying and falling out, including strategies for resolving a falling-out
- which trusted adults they could speak with if they were affected by bullying in school or in the community
- assertiveness strategies that could help them in a bullying situation
- ways in which pupils, teachers and parents/carers can work together to reduce bullying.

Other topic areas which support learning about Anti-Bullying are:

- Diversity and Communities - learning about the breadth of different family structures, lifestyles, religions and cultures and understanding how to show respect and celebrate difference.
- Digital Lifestyles - learning about how to navigate their online relationships positively and access help if they are worried about something online.
- Family and Friends - learning skills for developing and sustaining healthy friendships, including how to apply principles of mutuality, equality, respect and loyalty across different types of relationships
- Personal Safety - learning how to recognise when they are feeling unsafe, and how to ask for help and support.

Anti-Bullying will be taught via:

- PSHCE through designated lessons, circle time, participation in Anti-bullying week, other focused events and themed weeks,
- Other curriculum areas, especially English, RE and computing
- Enrichment activities, especially our collective worship programme, SEAL resources, Peer Mediation opportunities.

For further information about our PSHCE Curriculum, including how we select appropriate teaching resources, see our Relationships Education Policy.

3.3 Teaching Methodologies

We apply the same principles when teaching about Anti-Bullying as in our wider PSHE teaching and deploy the same range of methodologies. For more information about our PSHE teaching methodologies see our Relationships Education Policy.

We recognise that there will be some children within the school who have previously or are currently affected by bullying and we will employ teaching and learning strategies to support all children to access the learning in a way which feels safe for them, including:

Using **Distancing Techniques** such as fiction, puppets, case studies, role-play, videos, which enable them to discuss issues without disclosing personal experience.

Establishing **Ground Rules** such as not naming others when discussing friendship/bullying experiences, the right to pass during Circle Time activities/drama activities if this feels uncomfortable, using safe language to enable all children to feel safer as they participate in learning in this subject area.

4. Responding to Bullying

4.1 Receiving a Report of Bullying

The school encourages and equips the whole school community to report all incidents of bullying, (including cyberbullying) including children who have experienced being bullied and bystanders who have witnessed an incident. Our preventative curriculum includes helping children to recognise bullying behaviours and identifying their trusted adults in and out of school.

Children are encouraged to use the 3 Steps - Stop, Help, Together.



Together we 'Live Life to the Full'
Love • Trust • Peace • Friendship • Creativity

If children are the target of any anti-social behaviour, including bullying, they are encouraged to stand up to the person who is using anti-social behaviour and tell them to stop, identifying that they do not like it. If this does not stop, children are encouraged to:

- tell a trusted adult, such as a member of staff or a parent
- tell a trustworthy friend who can seek adult support
- tell a trusted pupil such as a member of the school council, peer mediator etc

When children witness or are aware that anti-social behaviour is happening, it is their responsibility to do something about it. Although this situation can be hard, they should act in line with our values and behaviour policy to support others. This support could involve:

- tell a trusted adult, such as a member of staff or a parent
- tell a trustworthy friend who can seek adult support
- tell a trusted pupil such as a member of the school council, peer mediator etc

Where a trusted adult outside of school is told, they should contact the child's classteacher with a factual account of what the child reported so the classteacher can work with the child/children to address this.

All staff are trained on the need to take reports of bullying seriously, including when to involve a Senior Leader / Headteacher/ Designated Safeguarding Lead. Their first priority is to reassure the child that they

have done the right thing by reporting the incident and to have a conversation with the child/ren targeted by the bullying behaviour to establish their views and feelings.

Where parents/carers have concerns about bullying, they are asked to inform the Class Teacher in the first instance. Senior members of staff such as Key Stage Leaders/ Deputy Headteachers/ Designated Safeguarding Lead/ Headteachers will be involved where appropriate.

4.2 Identifying Bullying

Staff are also trained to look out for signs/indicators that a child may be experiencing bullying, such as an unexplained change in a child's behaviour or demeanour, and such concerns will always be followed up with a conversation with the child in which the child is given the opportunity to share any worries, or name another staff member they would like to talk with.

We are aware that bullying behaviour is often made up of a series of incidents. See our Behaviour Management Policy for details of how we recognise, record and address examples of unkind behaviour. We use our definition of bullying to assess situations as they arise and judge whether or not bullying has occurred. We will also review behaviour records regularly to assess whether a pattern of potential bullying behaviour may be developing.

4.3 Recording Bullying Incidents

When an incident of bullying (including cyberbullying) is reported the school will endeavour to make a written record of this incident as soon as possible, usually on the same day but certainly within 24 hours of the incident occurring. Bullying incidents are recorded on our electronic recording system My Concern.

Our recording system captures if the incident is a Prejudice Related Incident. This information is collated and shared with the Local Authority/Governing Body. We analyse this information at school level to identify any patterns of behaviour and consider tailoring our curriculum provision in the light of this analysis.

4.4 Restorative Approaches – The Support Group Method

After listening to the account of the targeted child, the school will discuss an appropriate course of action with them. All incidents of bullying will be responded to, taken seriously and the behaviour of those who have been bullying will be challenged.

Where appropriate, the school will initially consider the use of a restorative approach to resolve the situation. A restorative approach involves those who have displayed bullying behaviour focusing on their unacceptable behaviour, supporting them to develop empathy towards those involved and recognising their thoughts and feelings. This process ensures children causing harm are held to account for their behaviour by enabling them to:

- Accept responsibility for the harm caused to the individual being bullied
- Accept responsibility for the harm caused to others (e.g. staff, friends or family)
- Recognise the need to take action to begin to repair the harm caused
- Agree a range of helpful actions to repair the harm caused.

The Support Group method is an example of a restorative approach (for more information see Appendix 7.2). The Support Group restorative approach will be overseen and monitored by the Class Teacher.

4.5 Supporting Those Affected by Bullying Behaviours

The priority for staff in supporting a child who has been targeted by bullying is to ensure that they feel safe. We seek to be led by the child's wishes and to be flexible in our approach to enable them to feel safe in and around school. This sort of support may also be offered to bystanders who have witnessed bullying behaviour. There are a range of strategies that may be deployed to support a child affected by bullying behaviours, including:

- Providing a named adult in school with whom the child feels comfortable talking to about the situation to monitor the situation and check in regularly with the child
- Providing supportive and nurturing structures such as a 'Circle of Friends'
- Providing access to alternative options for some playtime/lunchtimes such as a Friendship Club, access to play leader run activities

- Participating in whole class PSHE/Circle Time sessions to access aspects of the Anti-Bullying Preventative Education Curriculum content.
- Accessing social skills groups to develop emotional resilience and learn skills in assertiveness
- Accessing support from external agencies and professionals including counselling services. educational psychologists, Child and Adolescent Mental Health Service (CAMHS), Specialist Teaching Services.

As a school we have a duty of care towards all children and we recognise that children who display bullying behaviours may have significant unmet needs of their own. We seek to support children who have displayed bullying behaviours to develop their empathy skills and make more positive behaviour choices in future. This support might include:

- Restorative work to help the child face up to the harm they have caused, learn from it and repair the harm.
- Attendance at social skills groups to develop skills of listening, negotiating and empathising with others and techniques for managing conflict and peaceful problem solving
- Providing structured positive playtime/lunchtimes such as access to Midday Supervisor/Play leader run activities
- Participating in whole class PSHE/Circle Time sessions to access aspects of the Anti-Bullying Preventative Education Curriculum content
- Accessing support from external agencies and professionals including counselling services. educational psychologists, Child and Adolescent Mental Health Service (CAMHS), Specialist Teaching Services.

In certain cases of bullying, the school will consider the use of disciplinary sanctions e.g. in cases of serious bullying such as where violence has been used or where a restorative approach has been unsuccessful in preventing further incidents of bullying. Protective Consequences will be applied fairly and proportionately in accordance with the school's Positive Behaviour Policy. Protective Consequences combined with Educational Consequences are intended to:

- Impress on the perpetrator that what he/she has done is unacceptable
- Deter him/her from repeating that behaviour
- Signal to other children that the behaviour is unacceptable and deter them from doing it.
- Support the perpetrator to learn future acceptable behaviours

The school will draw upon the school's Positive Behaviour Policy and follow the system for ~~sanctions~~ protective and educational consequences, which includes:

- Removing/ separating the perpetrator from other individuals or groups of children
- Removing/excluding perpetrator from certain whole school activities or key points in the day e.g. break times/ lunchtimes
- Withdrawing privileges

In the case of more serious and persistent bullying, where the perpetrator has not responded to the school's restorative strategies (see above) or protective and educational consequences, the school may consider suspending or excluding the perpetrator from the school. Some children who have been subjected to bullying can be provoked into violent behaviour. Where an attack has been provoked after months of persistent bullying, the school will view this behaviour differently from an unprovoked attack and will ensure that sanctions are proportionate to the circumstances.

4.6 Working with Parents and Carers

Where the school has become aware of a bullying situation, the parents/carers of the child/young person who is being bullied will be informed via a phone call and parents/carers will be invited to the school to discuss their child's situation. The school will endeavour to involve parents/carers of children who have been bullied constructively at an early stage to support the process of working together to find ways of resolving the situation and bringing about reconciliation. The outcome of the meeting and agreed actions/responses will be recorded by the school on the school's electronic recording system.

The parents/carers of the child displaying bullying behaviours will also be invited to the school to discuss the situation. The school seeks to work in partnership with parents/carers to help children to learn about the consequences of their behaviour choices and to support them to adopt positive behaviour choices in future.

The outcome of the meeting and agreed actions/responses will be recorded by the school on the school's electronic recording system.

The school ensures that staff and all parents/carers remain fully aware of the support in place in school. Follow up appointments can be made with parent/carers to share the support and to monitor their success in preventing further bullying.

4.7 Out of School Bullying/Cyberbullying

The school recognises that bullying can and does happen outside school and in the community. Bullying is a relationship issue and its occurrence reflects the ways in which children socialise in school and in the wider community. The school believes that bullying is unacceptable wherever and whenever it happens. The school encourages children to seek help and to tell us about incidents of bullying that happen outside the school so that the school can:

- Raise awareness among the whole school community of possible risks within the community
- Alert colleagues in other schools whose pupils are bullying off the school premises
- Make contact with local police officers and representatives from the Youth Service, Locality Teams and other organisations (including sports clubs and voluntary organisations)
- Map safer routes to school in the event of a child being bullied on their journey to school
- Offer children and parents/carers strategies to manage bullying off the school premises e.g. guidance on how to keep safe online.
- Address this in line with our Positive Behaviour Policy.

5. Monitoring, review and evaluation

Monitoring, review and evaluation of the Policy is the responsibility of the PSHE Leader supported by the Headteacher. The governing body will ask for information relating to the effectiveness of the policy when it is monitored every year. Information will be gathered from the Head Teacher, the PSHE Leader, parents/carers and pupils to inform judgements about effectiveness.

6. Appendices

6.1 Bullying Incident Recording Sample information

6.2 The Support Group Method

6.3 Prejudice Related Bullying & Responding to A Prejudice Related Incident Guidance Document

6.4 Linked National Documents

Preventing and Tackling Bullying (2017)

Keeping Children Safe in Education

Equality Act 2010

RSE and Health Education

Appendix 6.1 Bullying Incident Recording Sample information

- Pupil details
- Staff member reported to
- Date, time and location of the incident
- Target's / Parent/carer's /other's concerns
- Alleged perpetrator's details
- Nature of the incident
- Physical/Verbal/Indirect/Cyberbullying
- Prejudice Related Incident related to a protected characteristic- (i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation)?
- If it is a prejudice related incident not related to a protected characteristic (e.g. linked to home circumstances, related to appearance)?
- Alleged perpetrator's account
- Bystanders' / witnesses' accounts
- Action taken
- Rationale for action and decision
- Parents informed
- Longer term actions
- Monitoring

6.2 The Support Group Method

The Support Group Method, developed by Barbara Maines and George Robinson, was first outlined in *Educational Psychology in Practice* (1991). The approach addresses bullying by forming a support group of children including those who have been displaying bullying behaviours and/or have been involved as bystanders. It uses a problem-solving approach, without apportioning blame, giving responsibility to the group to solve the problem and to report back at a subsequent review meeting. For further information, see [5A The Support Group Method](#) and [5B Recording Sheets for the Support Group Method](#)

The Support Group Method – A Seven Step Structure

<p>Step one – talk with and listen to the child targeted by the bullying behaviours</p> <p>In this step the facilitator seeks to understand the feelings and thoughts of the child targeted by the bullying behaviours. They explain the method and gain permission to proceed. The facilitator and child discuss who will make up the support group including who the child feels would be peer supporters and agree what will be recounted to the group.</p>
<p>Step two – convene a meeting with the people involved</p> <p>The facilitator arranges to meet with The Support Group agreed with the child in step one. A group of six to eight children works well. The group includes those who have been displaying bullying behaviours and/or have been involved as bystanders alongside peer supports. The aim is to use the strengths of the group members to bring about the best outcome.</p>
<p>Step three – explain the problem</p> <p>The facilitator tells the group that s/he is worried about the target who is having a very hard time at the moment. The facilitator recounts the story of the target's feelings about the situation. At no time does the facilitator discuss the details of the incidents or allocate blame to the group.</p>
<p>Step four – share responsibility</p> <p>The facilitator explains that this group has been convened to help solve the problem. The facilitator wants to help the child has been targeted to feel happier and safer in school and they need the help of the group.</p>
<p>Step five – ask the group members for their ideas</p> <p>Each member of the group is then encouraged to suggest a way in which the target could be helped to feel happier and safer. Ideas are owned by the group members and not imposed by the facilitator. The facilitator makes positive responses and does not go on to extract a promise of improved behaviour.</p>
<p>Step six – leave it up to them</p> <p>The facilitator ends the meeting by passing over the responsibility to the group to solve the problem, thanking them, and expressing confidence in a positive outcome. It is also arranged that they will meet again to see how things are going.</p>
<p>Step seven – meet them again</p> <p>About a week later, the facilitator discusses with the target how things have been going. S/he then meets with the group to discuss how things have been going for them. This allows the facilitator to monitor the bullying and keeps the children involved in the process.</p>

6.3 Prejudice-related Incident and Bullying Guidance

The Equality Act 2010 outlines the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. There may be occasions where prejudice-related incidents need to be reported to the police as a hate crime.

In addition to prejudice-related bullying linked with one or more of the protected characteristics, children may be targeted due to other prejudices, for example due to their home circumstances.

6.3.1 Defining prejudice-related bullying

We recognise that:

- **any** child may be affected by bullying
- sometimes bullying is related to prejudice.

The definition of a prejudice-related incident is derived from The Stephen Lawrence Inquiry Report (1999) definition of a racist incident:

- any incident which is perceived to be prejudice-related [racist] by the victim or any other person.

All incidents of prejudice-related bullying in schools constitute a prejudice-related incident.

However, not all prejudice-related incidents would constitute prejudice-related bullying. To determine if prejudice-related incident/s are bullying, refer to our definition of bullying:

- repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.
(Antibullying Alliance definition).

We will investigate, record and report all prejudice-related incidents, including those that are reported to be unintentional on the school's electronic recording system. We recognise that just because someone did not intend to offend, it does not mean that the incident did not cause harm. Our response will always aim to educate so that everyone understands the potential harm which can result from such behaviour. Intention is important when considering the actions that need to be taken with the perpetrator, but a lack of intent does not prevent an incident from being considered prejudice-related.

We record prejudice-related incidents, including prejudice-related bullying. Whenever a member of school staff deals with an incident that may be considered to be prejudice-related, they should report that to the Designated Safeguarding Lead using My Concern.

The Headteacher/Designated Safeguarding Lead will then report all prejudice-related incidents to the LA using the online system 'PRfE' (Prejudice Reporting for Education: Prejudice Reporting for Education (PRfE)). PRfE is an online reporting tool and every incident logged in PRfE captures details on the nature of the incident, type of prejudice, details of the victim and perpetrator and what actions were taken by the school. All incidents logged in the system are anonymised and do not include data that could identify individual pupils. This information is collated and shared with the Local Authority/Governing Body. We analyse this information at school level to identify any patterns of behaviour and consider tailoring our curriculum provision in the light of this analysis.

There may be occasions where a prejudice-related incident may need to be reported to the police as a potential hate incident or a potential hate crime. Police and the Crown Prosecution Service classify hate incidents as any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to disability, race, religion, transgender identity or sexual orientation. *(N.B. this list is shorter than the list of protected characteristics)*. If a crime may have been committed the category of a potential hate crime may apply. As the age of criminal responsibility in England is 10 years old, this category is unlikely to apply if the perpetrator is under 10. Criminal offences might include behaviour such as: malicious communications, assault, public order offences, criminal damage, harassment or sexual assault.

If the perpetrator of a prejudice-related incident is a member of staff, the school's disciplinary policy will be followed. However, following a full investigation, this will still be recorded as a prejudice-related incident.

6.3.2 Bullying related to race, culture, ethnic origin or faith

10% of young people who are bullied think it was because of attitudes towards their race while 4% believe it was because of attitudes towards their religion (Ditch the Label, 2017).

Gypsy, Roma and Traveller children and young people experience high levels of bullying and exclusion in schools, have lower attainment levels and are among those most likely to be excluded from school (Equality & Human Rights Commission, 2016).

We recognise that children may be bullied due to their race, cultural background, ethnic origin or faith. We take all incidents of bullying, including race and faith targeted bullying and prejudice seriously. Bullying related to race, culture, ethnic origin or faith will be recorded as a prejudiced-related incident. We support children to recognise the views of others and to help them understand that identities, lifestyle choices, views and attitudes will differ among people, but that prejudice, racism and intolerance are always unacceptable.

6.3.3 Bullying related to sex, gender identity and sexual identity

Nearly half of LGBT pupils are bullied for being LGBT at school (Stonewall School Report, 2017)

We recognise that any child may experience bullying based on sexist attitudes, misogynistic attitudes or gender stereotyping. Children who do not conform to gender stereotypes, who do not identify with a binary definition of gender, those identifying as transgender or experiencing gender dysphoria (feeling that they belong to another gender) can become targets of bullying. Children can also be targeted on the basis of their perceived or actual sexual orientation.

We take all incidents of bullying, including sexist, misogynistic, homophobic, biphobic and transphobic bullying and prejudice seriously. Bullying related to sex, gender identity or sexual identity will be recorded as a prejudiced-related incident. We support children to recognise the views of others and to help them understand that identities, lifestyle choices, views and attitudes will differ among people, but that sexism, prejudice and intolerance are always unacceptable.

6.3.4 Bullying related to special educational needs and disabilities

Primary school pupils with special educational needs are twice as likely as other children to suffer from persistent bullying. (Institute of Education 2014)

We recognise that children with a special education need or disability may be targeted by bullying behaviour. We take all incidents of bullying, including disablist bullying and prejudice seriously. Bullying related to a special education need or disability will be recorded as a prejudice-related incident. We support children to celebrate their own unique abilities and talents and recognise those of others. We also help them to understand that prejudice and intolerance are always unacceptable.

Our Special Educational Needs and Disabilities Coordinator (SENDCo) is Mrs Penrose. For more information about how we support children with special educational needs and disabilities, see our SEND Policy.

6.3.5 Bullying related to appearance

Appearance related bullying is bullying that targets an aspect of a person's appearance. It could be that they are bullied for their size, height or disfigurement. It can often be linked with other types of bullying such as racist bullying, disablist bullying, sexist bullying and bullying of LGBT+ young people. It is often thought of as the most common reason for children experiencing bullying. (Anti-Bullying Alliance, 2021)

We recognise that children may be targeted due to factors related to their appearance. We take all incidents of bullying seriously, including when a child is targeted because of their appearance. Whilst not a protected characteristic according to the Equality Act, we record bullying related to appearance a prejudice-related incident. We support children to develop body confidence and to recognise the value of personal qualities

and attributes over factors such as appearance. We also help them to understand that prejudice and intolerance are always unacceptable.

6.3.6 Bullying related to family circumstances - care experienced children

Care-experienced young people (i.e. looked after children and those who have been in care) are among the groups who are most vulnerable to bullying. Challenges that may face looked after children are: several placements; having to adapt to new situations/people repeatedly; losing contact with friends and often extended members of family. Children in care report twice the level of bullying than other children in primary years (Safe To Play, 2008).

We recognise that children who are care-experienced may experience bullying due to their family circumstances. We take all incidents of bullying seriously, including when a child is targeted because of their family circumstances. Whilst not a protected characteristic according to the Equality Act, we record bullying related to family circumstances as a prejudice-related incident. We support children to recognise that family structures vary, and that prejudice and intolerance are always unacceptable.

We have a named school lead for Looked After Children and Previously Looked After Children (Mrs Penrose). For more information about how we support our Looked After Children and Previously Looked After Children see our Looked After Children (LAC) and Previously Looked After Children (PLAC) Policy.

6.3.7 Bullying related to family circumstances- young carers

Research has shown that young carers are a vulnerable group and are significantly more likely to be bullied. Young carers have a range of responsibilities which might include caring for a sick relative or friend. This can have a significant impact on their lives which can leave them feeling different or isolated from their peers, they may miss out on social opportunities and are more likely to be bullied or harassed (Carers Trust, 2016).

We recognise that children who are young carers may experience bullying due to their family circumstances. We take all incidents of bullying seriously, including when a child is targeted because of their family circumstances. Whilst not a protected characteristic according to the Equality Act, we record bullying related to family circumstances as a prejudiced-related incident. We support children to recognise that family structures vary, and that prejudice and intolerance are always unacceptable.

We have a named school lead for Young Carers (Mrs Penrose). For more information about how we identify, and support young carers see our Young Carers Policy.

6.3.8 Celebrating diversity, promoting inclusion and encouraging children to be respectful towards and accepting of difference

We celebrate diversity, promote inclusion and encourage children to be respectful towards and accepting of difference through:

- celebrating the diverse range of family structures represented in our school community so that all children feel valued and see their own family situation reflected back
- our PSHE Curriculum especially the 'Diversity and Communities,' 'Anti-Bullying,' 'Working Together' and 'Rights, Rules and Responsibilities' units of work
- our 'Diversity and Communities' units of work which include: exploring how perceptions of gender amongst peers and the media affect identity, emotions, friendships, behaviour and choices; recognising the negative effects of gender stereotyping and how they might lead to prejudice; encouraging the children to explore their own racial and cultural identity; exploring the variety of origins, national identities, religious beliefs cultural traditions and lifestyles locally and in the UK; exploring ways to demonstrate respect to those with different identities, lifestyles, beliefs and traditions; recognising the negative effects of stereotyping and how they might lead to prejudice
- our wider school Curriculum, ensuring that we celebrate the contributions made by those with special education needs or disabilities to science, literature, music, sport, music etc.
- our wider school Curriculum, ensuring that we teach about authors, scientists, historians, explorers, inventors, musicians etc. with a range of different protected characteristics
- our Religious Education Curriculum
- our 'Anti-Bullying' units of work which explore different forms of prejudice-based bullying
- our 'Body Image' enrichment unit with children in year 5 and 6

- introducing children to picture books that promote enable exploration of these themes
- introducing children to picture books and resources that reflect diverse family structures
- carefully selecting resources (books, images, photographs, film clips etc) that challenge gender stereotypes
- carefully selecting resources (books, images, photographs, film clips etc) that challenge stereotypes about special educational needs and disability and reflect our diverse population
- carefully selecting resources (books, images, photographs, film clips etc) that reflect back the diverse families, religions and backgrounds of our children, so that everyone feels included.
- promoting our school values
- our collective worship programme
- ensuring all our staff members model respectful behaviour towards others
- encouraging the children via our school values/ positive behaviour policy to demonstrate respectful behaviour to others both online and offline
- ensuring all our staff members challenge sexist/misogynistic/homophobic/biphobic/transphobic or otherwise prejudicial language if it is used in school and using these occasions as teaching opportunities to explain to children why such language is offensive and therefore unacceptable to use.

More information about groups of children who may be at greater risk of bullying can be found on the Anti-Bullying Alliance website here: [Groups of young people more likely to experience bullying | Anti-Bullying Alliance](#)

6.4 Linked National Documents

- [Preventing and Tackling Bullying \(2017\)](#)
- [Keeping Children Safe in Education](#)
- [Equality Act 2010](#)
- [RSE and Health Education](#)