



Motiv8Sports

Academic Innovation

ANTI-BULLYING & HATE INCIDENTS POLICY

Dated: September 2019

To be Reviewed: September 2020

Introduction

It is particularly important to distinguish bullying behaviour from mere conflict between children. Bullying is said to happen if:

- ❖ It is deliberate, hurtful behaviour
- ❖ It is repeated over time
- ❖ It is difficult for those being bullied to defend themselves
- ❖ It is difficult for those who bully to learn new appropriate behaviours
- ❖ The person who bullies has, and exercises power over the victim

Motiv8Sports takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve racist, sexist, disablist, homophobic or cyber bullying elements.

In such cases these issues will be specifically addressed with the bully (and his/her parents/carers where appropriate) in the course of post incident management.

This document sets out Motiv8Sport's policy in relation to the issue of bullying.

It reflects a belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of a Motiv8Sports ethos based on mutual respect, fairness and equality.

All schools have a statutory duty to record and monitor all racist incidents and to report this information to the local authority. This statutory duty remains but from January 2012 it is required that all hate incidents occurring in school be recorded and reported to the local authority. Data collected by Motiv8Sports as part of this process is then analysed in-house and reports produced in order to support the monitoring of incidents and contribute to the new requirements of The Equality Act 2010.

Hate Incident

A hate **Incident** is **any** incident, which **may or may not** constitute a criminal offence (Hate Crime), which is perceived by the victim or any other person as being motivated by prejudice or hate based on a persons race or perceived race, religion or perceived religion, sexual orientation or perceived sexual orientation, disability or perceived disability, or who is transgender or perceived to be transgender. These can take many forms such as:

- ❖ Verbal abuse or insults, e.g. detrimental comments, abusive language and 'jokes', offensive leaflets and posters, abusive gestures, dumping of rubbish outside homes or through letterboxes.
- ❖ Harassment (unwanted behaviour that a person finds intimidating upsetting, embarrassing, humiliating or offensive), bullying and victimisation.

- ❖ Physical attacks, such as physical assault, damage to property, offensive graffiti, neighbourhood disputes and arson.
- ❖ Threat of attack, including offensive letters, abusive or obscene telephone calls, groups hanging around to intimidate and unfounded, malicious complaints.

Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a Motiv8Sports ethos in which bullying is regarded as unacceptable. We talk openly to the learners and pupils about bullying where we actively encourage learners and pupils to tell us about any forms of bullying or instances where they do not feel safe.

We aim to produce a consistent and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying/hate incident that may occur.

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

The Role of the Director

It is the responsibility of the Director to implement Motiv8Sports anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the policy and know how to deal with incidents of bullying.

The Director ensures that all learners and pupils know that bullying/hate is wrong, and that it is unacceptable behaviour in and outside school. The Director draws the attention of learners and pupils to this fact at suitable moments, for example, if an incident occurs, the Director may choose to use it as the focus for a conversation.

The Director that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Director sets the current climate of mutual support and praise for success, so making bullying less likely. When learners and pupils feel they are important and belong to a friendly and welcoming environment, bullying is far less likely to be part of their behaviour.

The Role of the Staff & Head of Education

All staff take all forms of bullying/hate seriously, and intervene to prevent incidents from taking place. All staff may keep their own records of all incidents that happen

in their class and that they are aware of in school. In respect of racist bullying and hate incidents the staff are obliged to report the incident to the Head of Education and/ or Director who will, in turn, inform the correct channels.

If staff witness an act of bullying, they do all they can to support the victim who is being bullied. If a learner or pupil is being bullied over a period of time, then, after consultation with the Director, the staff will inform the learner and pupils home school and parent.

If staff become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the victim who has bullied: we explain why the action of the protagonist was wrong, and we endeavour to help them change their behaviour in future. If a learner and pupil is repeatedly involved in bullying others, we inform the Headteacher and the Special Needs Co-ordinator of their home school. We then invite parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head of Education may contact external support agencies such as the Inclusion Standards and Effectiveness Team or Children's Services.

Parental Involvement

Motiv8Sports is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parent/carers are able to work together when bullying occurs.

We recognise the important influence which parent/carers have on their children and would wish to enlist their support when their child is involved in bullying – either as victim or a perpetrator.

If a child is involved in a serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) the Headteacher will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents informed.

Parents have a responsibility to support the Motiv8Sports anti-bullying/hate incident policy and actively encourage their child to be a positive member of the home school community.

Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the schools policy when episodes of bullying are witnessed or reported.

Staff will consistently reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with pupils at a number of levels including:

At Motiv8Sport's school level – through Assemblies and the PHSE Curriculum when children will be informed of the Motiv8Sport's policy and the actions that will be taken to prevent bullying taking place.

At classroom level – during circle time, PSHE sessions, anti-bullying lessons / workshops.

At individual level – children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance from their tutors and teachers or other appropriate staff / agencies. It may be necessary to refer to the Child Protection Policy if it is felt the child is at risk of emotional or physical harm. In line with the Child Protection Policy, clear and concise records should be kept for any child who is subject to a Child Protection Plan.

Children known to have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents. (see also the Behaviour Policy)

Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.

Parents who believe their children are the 'target' of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.

Similarly if parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

All of these preventative strategies operate within Motiv8Sport ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour. We expect parents and carers to treat all members of our community with the same level of respect.

Motiv8Sports is committed to creating a bully-free environment and will ensure that its policy is applied rigorously so all members of our community feel and are safe.

All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives what support is required; the child displaying bullying behaviour is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident Management

Motiv8Sports will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

1. Any instances must first be reported to the class teacher, who will then investigate. If the incident falls within the Motiv8Sports definition of bullying, then it will be logged in the Behaviour File (located in the Office). The Director will monitor this log to look for either patterns of behaviour, key times or identify places where bullying is particularly prevalent.
2. If the incident is judged to be of a severe instance, or is a repeated behaviour, then it will also be reported directly to Director and the home school who may choose to contact the Parent's/Carers of both the bully and the victim.

Post incident responses for the victim

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated (as above). We will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. In all instance the Director or other management team member will follow up to ensure that the bullying has not reoccurred.

Post incident responses for the bully

Motiv8Sports takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable a child with bullying behaviour to behave in a more acceptable way. School does not believe that the use of punishment is helpful in managing this problem but is of the view that the positive use of sanctions can be useful in demonstrating to children with bullying behaviours that their behaviour is unacceptable and in promoting change. Motiv8Sports will respond to incidents of bullying behaviour in a proportionate way – the more serious the concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- ❖ Immediate action to stop an incident of bullying in progress. Engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable.
- ❖ Parents informed
- ❖ Loss of privileges
- ❖ Removal from class/group
- ❖ Withholding participation in sports or out of school activity (if not essential part of curriculum)
- ❖ Fixed periods of exclusion
- ❖ Permanent exclusion (in extreme cases which may involve violence)
- ❖ Rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control

Monitoring and evaluating

Each incident of bullying falling within the definition will be recorded in the Motiv8Sorts behaviour log. Any incidents with a racist, sexist, disaablism or homophobic element will be identified. Racist/Hate Incidents are reported to the local authority on the agreed pro-forma.

Staff will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

POLICY START – September 2019

Review September 2020