



**ANTI-BULLYING POLICY
INCLUDING
HOMOPHOBIC/TRANSPHOBIC POLICY**

Parkview Primary School Anti – bullying Policy

At Park View Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere.

- Bullying of any kind is unacceptable at our school
- Bullying is never justifiable
- No one person has the right to bully another
- If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.
- We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell a member of staff – this is not telling tales.
- Watching someone being bullied and doing nothing about can suggest support for the bully.

What is bullying?

Bullying is the intentional and repetitive hurting of one person by another. It results in pain and distress to the other person.

Bullying can be:

- Physical
- Verbal
- Emotional

Bullying can include:

- Kicking/punching/shoving
- Name calling
- Spreading rumours
- Racist comments
- Excluding people
- Making threats
- Giving nasty looks
- Homophobic comments
- Transphobic comments

Bullying can be done:

- Face to face
- Through someone else
- By text/email

Why is it important to respond to bullying?

Bullying hurts. It has a damaging and harmful impact on the lives of thousands of children and young people each year.

Bullying can affect children's ability to learn, their relationships and their enjoyment of life.

No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect.

Pupils who are bullying need to learn different ways of behaving

Objectives:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know the school policy on bullying and follow it when bullying is reported.
- All pupils should know what the school policy is on bullying and what they should do if bullying occurs
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Procedures for Managing incidents of bullying:

- Report bullying incidents to staff.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- In cases of serious bullying, the incidents will be recorded on the appropriate form.
- In serious cases parents of both parties should be informed. If their child is being bullied or is bullying, it is important that they are involved.

Outcomes:

1. The bully/bullies may be asked to apologise. Other consequences may take place.
2. An attempt will be made to help the bully change their behaviour.
3. If possible the pupils will be reconciled.
4. After the incident has been dealt with, each case will be monitored to ensure that repeated bullying does not take place.

Preventing bullying:

Bullying in school is everyone's problem. Staff, parents and children must be aware

that bullying can exist but by encouraging a policy of openness and providing an environment where children feel safe enough to speak about bullying to each other and to adults, incidents of bullying should become fewer and be dealt with much more quickly and effectively.

Work around bullying will take place across all year groups and will include the following:

- Themed assemblies
- Circle Time
- Role play
- Reading/listening to stories
- Writing stories/poems
- Drawing pictures
- Regular PSHE lessons
- Activities before and during 'Anti-Bullying week', using the SEAL resources 'Say no to Bullying'.

Building on the school's existing policies:

The following documents include clear guidelines on what constitutes acceptable/unacceptable behaviour towards other people:-

- School's Mission Statement
- Behaviour Policy
- Home-School Agreement
- Anti-Racist Policy
- Equal Opportunities Policy
- Diversity Policy
- Classroom Code of Conduct

The Anti-bullying initiatives reflect the principles contained in these documents.

Park View Primary School Anti-homophobia and anti-transphobia policy

Legal framework

Park View welcomes its duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to disability, ethnicity, sex (gender), religion/belief, sexual orientation, transgender (and in relation to staff and parents: age, marriage/civil partnership and pregnancy/maternity).

These duties and intentions reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

The duties to promote equality in relation to sexuality, transgender and gender identity are relatively new to many in our community. This policy is provided to support the school community in moving forward to fulfil these duties.

Guiding principles

In fulfilling the legal obligations we are guided by the following principles:

Principle 1: All learners and other members of the school community are of equal value.

All members of our community have the right to feel safe and valued. It should be understood that there are lesbian, gay and bisexual, transgender people and those who experience gender dysphoria in every community including, every cultural and religious group. The leadership of all faith communities in Britain confirm that they do not condone or encourage homophobia or transphobia.

Principle 2: We recognise and respect difference.

We must take account of differences and provide a welcoming and inclusive community for all, including in relation to sexual orientation and gender identity. Lesbian, gay, bisexual and transgender people are welcome as employees, governors, parents, visitors and pupils in our school community.

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

We intend that our policies, procedures and activities should promote:

- positive attitudes towards diversity including with regard to sexual orientation and gender identity
- positive interaction and good relations between different groups and individuals in an absence of prejudice-related bullying and incidents, including specifically homophobia, transphobia and the stereotyping of gender behaviours

Principle 4: We aim to reduce and remove inequalities and barriers that already exist

We will challenge all instances of homophobic/transphobic bullying or derogatory language and work towards removing any inequalities and barriers that may exist in relation to sexual orientation and gender identity. The senior leadership and governing body will monitor progress towards equality in relation to sexuality and gender identity. No-one within our community has the right to discriminate against any other member of the school community.

Roles and Responsibilities

All members of staff are expected to:

- promote a fully inclusive ethos in the classroom, curriculum and playground in which different families are represented
- teach pupils that it is unacceptable to be hurtful or negative about any aspects of sexuality and gender
- deal with any prejudice-related incidents that may occur
- teach and support pupils to respect and understand diversity

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.

The governing body has a watching brief regarding:-

- the implementation of this policy in relation to staffing, employment and recruitment practices, well-being and whistle blowing.
- the implementation of this policy in relation to the school site, visitors, and the learning environment.
- the implementation of this policy in relation to the curriculum, the barriers to learning for vulnerable groups and any incident trends.

The Head teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

Parents are expected to support the equality and diversity principles of the school and actively ensure their children do not discriminate against others on grounds of sexuality or gender identity, including supporting the school to prevent the use of derogatory language and any forms of social exclusion.

Date: May 2019

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