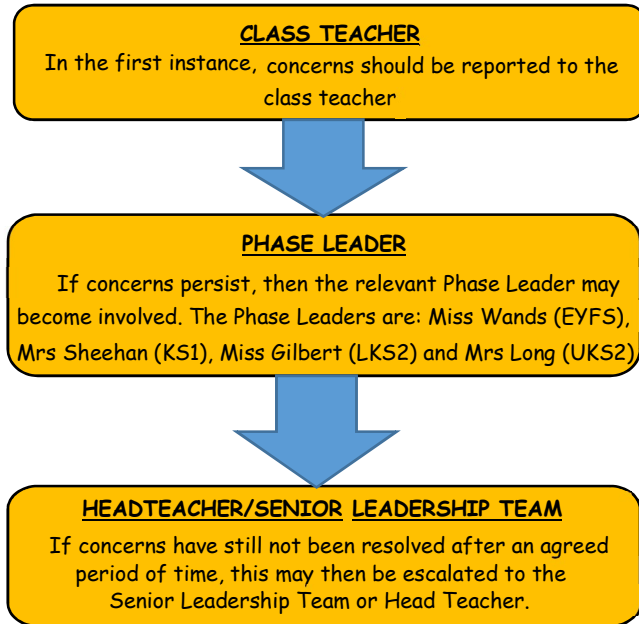


WHAT SHOULD I DO IF I THINK MY CHILD IS BEING BULLIED?

Use our Flow Chart to determine the type of behaviours your child is experiencing and report your concerns to any adult in school.

We recommend the following procedure:



The SENCO/Head Teacher or SLT may become involved **at any point in the process** if deemed appropriate.

All key members of staff can be contacted by telephone or via the school office email address. The relevant team member will get back to you to arrange a call or face to face meeting.

PARENTAL CONDUCT

*Issues linked to behaviour and/or anti-bullying can often be very upsetting for all parties involved. The school strongly encourages families to come and talk to a member of staff who will be able to support you. Approaching other families and children out of school/in the playground can often be unhelpful in resolving the process and can cause more upset. School will listen to, work with and support families of **all children** in reviewing and resolving issues.*

Anti-Bullying



Guidance for Parents

WHAT IS BULLYING?

Glebe Primary School have adopted a shared definition of bullying shared by the Anti-Bullying Alliance, based on 30 years of research.

Bullying is the 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.

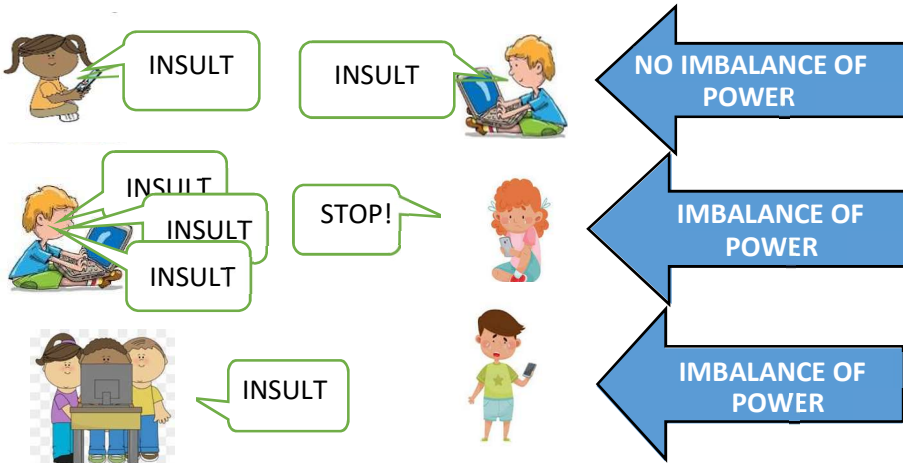
BULLYING VS TEASING/RUDE/MEAN MOMENTS or CONFLICT

Occasionally, the word 'bullying' can be used incorrectly. Bullying can differ from other incidents and friendship 'fall-outs' and it is important that the word is used correctly.

And while rudeness, mean behaviour and conflict require correction, they are different from bullying in important ways that should be understood and differentiated when it comes to intervention.

Bullying is when:

- There is a **deliberate** intention to hurt or humiliate.
- There is a **power imbalance** that makes it hard for the victim to defend themselves.
- It is usually **persistent/repetitive**.
- It is **targeted**.



TYPES OF BULLYING

Bullying can be:

- **Physical:** pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal:** name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- **Emotional:** isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- **Sexual:** unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- **Online/Cyber:** posting on social media, sharing photos, sending nasty text messages, social exclusion
- **Indirect:** can include the exploitation of individuals.

PREJUDICE RELATED LANGUAGE

It is the school's policy to challenge any language used by staff, parents or pupils that may be perceived as 'prejudice related language'. This includes the following areas:

- **Homophobic Language** (terms of abuse used towards lesbian, gay and bisexual people or those thought to be LGB)
- **Racist Language** (terms of abuse used towards others because of their race/ethnicity/nationality)
- **Transphobic Language** (terms of abuse used towards those who are perceived as transgender or do not fit with the gender 'norms')
- **Disablist Language** (terms of abuse used towards those with a learning or physical disability)

HATE CRIME

There is no legal definition of a hate crime. However, the police and the CPS (Crown Prosecution Service) have an agreed definition of hate crime 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."

There is a distinction between a hate crime and a hate incident.

"A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender."

However, a hate incident does not necessarily break the law.

Information on how to report a hate crime can be found on the school website and at [/www.report-it.org.uk/home](http://www.report-it.org.uk/home)