

# **ANTI-RACISM and ANTI-BULLYING POLICY**

It is the stated policy of Whimple Primary School that all pupils and any other person associated with the school and its governance shall be treated equally, regardless of race, religion or any other determining factor.

The aim of an anti-bullying/racism policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied or racially abused. Bullying (including verbal aggression based on prejudice) is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated. Only when all issues of bullying and/or racist behaviour are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying (or abuse) is defined as deliberately hurtful behaviour, often but not necessarily repeated over a period of time, where it is difficult for those being abused to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups, and the improper use of electronic messaging devices).

Pupils who are being bullied or abused may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

## **Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to raise awareness and prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

## **Implementation**

The following steps may be taken when dealing with incidents:

- If bullying or racism is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher
- The head teacher will interview all concerned and will record the incident
- Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

**Pupils who have been bullied or racially abused will be supported by:**

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

**Pupils who have bullied or racially abused will be helped by:**

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

**The following disciplinary steps can be taken:**

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying and racial or prejudicial behaviour through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

**Monitoring, evaluation and review**

The school will review this policy and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy forms part of a series of documents, all designed to ensure the safety, care and well-being of all pupils at Whimple Primary School and must be read in conjunction with them.