

Longdean School



Bullying and Racism Policy

Reviewed: **UNDER REVIEW AUTUMN 2019**

Ratified:

Next Review

Policy Statement:

Longdean School aims to be an inclusive multi-cultural school where every child can say 'I am proud of who I am and what I have achieved today'. In light of this statement bullying and racist incidents are not tolerated. Bullying can be prevented if all members of the school community work together and show support and respect for each other.

Definition of Terms:

- The DfE definition of bullying is 'Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling), indirect (e.g. spreading rumours, excluding someone from social groups), often using social networking media such as text, Facebook and other networking sites.
- The Stephen Lawrence inquiry defines a racist incident as 'any incident that is perceived to be racist by the victim or any other person'
- Longdean School uses these definitions when investigating and recording incidents of bullying & racism

The role of the school:

- All students sign a Home School Agreement which states that they should treat all members of the school community with courtesy & respect
- Bullying and racism are not tolerated in the school and this is outlined in the school's Positive Behaviour Policy
- Educate appropriate use of social networking and e-safety. Issues associated with bullying are addressed across the curriculum and via assemblies.
- The school offers the services of two qualified counsellors to assist students in raising their own self-esteem, both bullies and victims
- All incidents of racism and bullying are recorded by Directors of House and Pastoral Managers
- The school will contact and involve parents and other agencies where it feels it is appropriate to do so
- The school reports on all bullying and racist incidents to the LA and the Governing Body every academic year

The Parents role:

- Parents/Guardians must discourage their children from using bullying or retaliation at school, home or elsewhere
- Parents/Guardians should ensure that their children are using social networking sites appropriately
- Parents/Guardians must discourage their children from using language or engaging in behaviour that could be construed as racist
- Parents/Guardians should watch out for signs that their child is being bullied or is bullying others
- Parents/Guardians should contact the school if they are concerned that their child is being bullied or is bullying others
- Parents/Guardians should work with the school to resolve incidents associated with their child and accept advice and decisions made by the school

- Parents/guardians must ensure that they use social networking sites appropriately.

The students role:

- All incidents of bullying and racism must be reported to a member of staff
- All incidents of racism and bullying that are reported will be investigated and will be dealt with sensitively, fairly, firmly and promptly
- Students must not bully anyone. Do not retaliate or involve other members of the family e.g. siblings
- Students must treat all members of the school community with courtesy and respect
- Students must ensure that they use social networking sites appropriately.