



UNLOCKING YOUR  
CHILD'S POTENTIAL

“Anti-Bullying & Anti-  
Racism Policy”

Agreed by Governing Body: 20.10.15.



This policy runs in conjunction with the Racial Equality Policy

## **This school believes that:**

- Bullying and racism are undesirable and unacceptable.
- Bullying and racism are problems to which solutions can be found.
- All members of our school will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- We all have a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying or racism and have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect individuals from abuse.
- We believe in tackling bullying and racism by encouraging an environment where individuality is celebrated and individuals can develop without fear.

## **What is Bullying/Racism?**

Within this school we regard as bullying any repeated behaviour which tends to isolate, intimidate or abuse physically or mentally individuals or groups. This behaviour may range from name calling to actual physical attacks upon the person or his or her property. It is important that such actions are discouraged and dealt with whenever observed or reported and that students understand that this behaviour is considered to be a form of bullying (whether or not the victim complains).

## **Aims and Objectives**

- To assist in creating an ethos in which attending The De Montfort School is a positive experience.
- To make it clear that all forms of bullying and racism are unacceptable at The De Montfort School.
- To enable everyone to feel safe while at The De Montfort and encourage pupils to report incidents of bullying/racism.
- To deal with each incident of bullying/racism as effectively as possible in order to reduce the incidents.
- To support and protect victims and ensure they are listened to.
- To help and support pupils displaying bullying or racist behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.



- To involve all staff in dealing with incidents of bullying or racism effectively and promptly.
- To equip staff with the skills and information necessary to deal with incidents of bullying and racism.
- To communicate with parents and the wider school community effectively on the subject of bullying and racism.
- To ensure that all incidents of bullying and racism are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole school and for all of our community to role-model this in all situations.
- The aim will be to encourage students to reject bullying behaviour, to have the courage to do something about it when they see it done to others and to have confidence in the school's ability to deal effectively with any incident.

## **What we do to prevent bullying and racism**

Everyone involved in the life of the school must take responsibility for promoting a common approach and have agreed to:

- Be supportive of each other
- Provide positive role models
- Convey a clear understanding that we disapprove of unacceptable behaviour
- Be clear that we all follow the ground rules of Simon de Montfort Middle School
- Be fully involved in the development of the anti-bullying and anti-racism policy
- Support each other in the implementation of this policy
- encourage parents to contact their son/daughter's form teacher or the pastoral leader if they have any concerns about bullying

All members of the school community are expected to report incidents of bullying or racism.

## **Staff have agreed to:**

- Provide pupils with a framework of behaviour including rules which support the whole school policy.
- Staff are asked to be vigilant, to encourage students to speak to them on matters which concern them and to pass a record of all incidents to the Behaviour Support Team for investigation. This should help to pick up any patterns of apparently "minor" incidents involving the same students.
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere.
- Raise awareness of bullying and racism through activities, stories, role-play, discussion, peer support, Learning to Lead, PSHCE etc.



- Through the head teacher, keep the governing body well informed regarding issues concerning behaviour management.
- Provide a key member of staff who is responsible for the monitoring of the policy.

### **Governors have a duty to:**

- Be fully informed on matters concerning anti-bullying and anti-racism.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Identify one governor to lead on anti-bullying and anti-racism.

### **Through the development and implementation of this policy, The De Montfort School trusts that all students, parents/carers and staff will:**

- Feel confident that everything is being done to make The De Montfort School a safe and secure environment.
- Know who can be contacted if they have any concerns about bullying or racism.
- Be reassured that action regarding bullying and racism will take place.

## **Reacting to a specific incident**

### **Recording**

All incidents will be recorded by the school on the electronic recording system. A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children involved will be informed of what has happened, and how it has been dealt with. All related discussions and actions will be documented and added to the incident log.

### **Dealing with an incident**

Whenever a bullying or racist incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

The school community needs to be made aware that when a bullying or racist incident has come to the attention of adults in the school, it has been taken seriously and action has resulted.



**School expects to support all involved by:**

- Talking the incident through with all parties involved.
- Supporting the victim to express their feelings.
- Supporting the perpetrator to express their feelings.
- Discussing which rules have been broken.
- Discussing strategies for making amends.

**Measures will be in line with the school behaviour and discipline policy, and may include:**

- Explanation why the inappropriate behaviour is unacceptable.
- Reparation of damaged relationships.
- Meeting with staff, parent/carer and child.
- Missing another activity.
- Formal letter home expressing concerns.
- Time out from the classroom or break and lunchtimes.
- Pastoral support plan.
- Detention after school.
- Fixed term exclusion.
- Permanent exclusion.

Safeguarding procedures will be followed when child protection concerns arise