

Busill Jones Primary School



Anti-Racist & Anti-bullying Policy

The Governing Body of Busill Jones Primary School adopted this policy on

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Next review date: February 2018.

This document is a statement of the aims, principles and strategies for dealing with bullying and racist incidents.

Aims

To counter all forms of racism & bullying amongst children, staff, governors and parents by:

- developing self-respect
- teaching an awareness of similarities and differences between people
- teaching a respect for others regardless of gender, physical appearance
- intellectual capabilities, disability and ethnic origin
- valuing and celebrating differences between people
- challenging negative stereotypes, including those of Looked After Children

What are racist or bullying incidents?

These may be:

- racially motivated physical attacks
- physical threats, intimidation or harassment
- ostracism in the classroom, playground or working groups:
- verbal racist abuse of any kind:
- cyber bullying:
- racist jokes about other nations or particular groups:
- graffiti that is racially offensive:
- the wearing of racist badges, T-shirts etc.
- distributing racist literature, including jokes, cartoons, drawing etc:
- encouraging or provoking others to commit any of the above.

Long term strategies for dealing with racism & bullying

- Increase and foster awareness amongst staff and parents through Inset newsletters, assemblies etc
- Use agreed procedures consistently.
- Use the curriculum regularly and consistently as a vehicle to address all areas of racism.
- Portray positive images of all types of people through the use of display, resources and reading materials.
- Cover the meaning and understanding of cyber bullying during ICT.

Procedures for dealing with racist & bullying incidents

- All members of the school community are responsible for addressing racist & bullying incidents.
- All incidents involving pupils, must be logged in the Racist & Bullying Incident Book and one of the following forms completed.
- Appendix One Racism (an extract is included at the end of this document).
- Appendix Two Bullying (an extract is included at the end of this document).
- Racism is to be reported to the Head teacher.
- All incidents should be considered serious and dealt with as soon as possible.
- Adults should respond with clear statements of disapproval.
- The victim should be supported and should be aware that action will be taken.
- Children suffering from harassment need to know they can approach a member of staff about it.
- The perpetrator should have the opportunity to explain their action and to take responsibility for it.
- The perpetrator and victim may need to be brought together to confront the situation.
- If a perpetrator or victim's name appears for two separate incidents in the Racist & Bullying Incident Records the parents will be informed by the Head Teacher.
- The perpetrator must be told what the consequences will be for repeated offences.
- Bullying and racist incidents amongst staff and parents will be dealt with by the Head teacher.

Monitoring

- The Racist & Bullying Incident Records will be monitored regularly by the SLT and incidents reported to Governors.
- Statistics of incidents will be reported termly to the governors by the Head Teacher.
- Issues arising will be reported termly to **all** staff and further action taken where necessary.

Appendix One

Racist Incident Report Form

1. School/Establishment.....
2. Person who reported incident.....
3. Date and time of Report.....

4 (a) <u>Victim's name</u>	<u>Year Group</u>	<u>Ethnic Origin</u>	<u>Gender</u>
(i).....		M/F
(ii).....		M/F

4 (b) <u>Perpetrator(s) name</u>	<u>Year Group</u>	<u>Ethnic Origin</u>	<u>Gender</u>
(i).....		M/F
(ii).....		M/F

5. Date, time and place of incident

Type of incident (tick any that apply)

- | | | |
|-----------------|---------------|----------------|
| Verbal abuse | Written abuse | Abuse graffiti |
| Physical attach | Damage | Other |
| Ostracism | Threats | |

Details of incident including background information

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6. Witness(es)

(i).....

(ii).....

7. Action taken.....

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Have parents of victim been informed?	Yes	No
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Have parents of perpetrator been informed?	Yes	No
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10. Record completed by:.....

Date.....

Appendix Two

Bullying Incident Report Form

- 4. School/Establishment.....
- 5. Person who reported incident.....
- 6. Date and time of Report.....

4 (a) <u>Victim's name</u>	<u>Year Group</u>	<u>Gender</u>
(i).....	M/F
(ii).....	M/F

4 (b) <u>Perpetrator(s) name</u>	<u>Year Group</u>	<u>Gender</u>
(i).....	M/F
(ii).....	M/F

5. Date, time and place of incident

Type of incident (tick any that apply)

- | | | |
|--------------|---------------|-----------------|
| Verbal abuse | Written abuse | Physical attack |
| Damage | Threats | |
| Ostracism | Other | |

Details of incident including background information

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6.Witness(es)

(i).....

(ii).....

7.Action taken.....

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Have parents of victim been informed? Yes No

Have parents of perpetrator been informed? Yes No

7. Record completed by:.....

Date.....