



# Hagley Primary School

## Anti-Bullying & Racism Policy

**Date:** May 2023

**Date of review:** July 2024

**Responsible member of staff:** Vanessa Payne

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**Signature:**

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*(Chair of governors)*

*Vanessa Payne*

**Signature:**

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*(Head Teacher)*

## Anti-bullying and Racism policy

Bullying and racism can affect the lives and learning of children, their families and teachers.

This policy forms part of Hagley's whole School Behaviour Policy.

There are four main types of bullying:

- **Physical e.g.** hitting, kicking, stealing or hiding belongings, sexual assault.
- **Verbal or written e.g.** name calling, insulting, racist remarks, offensive sexual remarks, taunting, mocking, threatening language, producing offensive graffiti.
- **Indirect/emotional e.g.** spreading nasty stories, excluding from groups, forced joining of groups, graffiti, defacing property, displaying literature or materials of a racist, sexist or pornographic nature.
- **Cyberbullying e.g.** using Social Media, offensive or abusive text or email messages, sending offensive or degrading images by phone or via the Internet (See E-Safety Policy).

Bullying can take many forms:

- Race, religion or culture
  - Sexual orientation (or alleged orientation) or of a sexual nature
  - Disability or SEN
  - Appearance or health
- All staff are clear that bullying and racism are not tolerated in school.
  - Pupils are encouraged to report all incidents of bullying whether they are victims or bystanders to their chosen member of staff.
  - The ethos of a 'listening and talking' school is communicated to the children.
  - All staff will respond to student, staff or parental concerns seriously.

Procedures that will be followed in the event of an allegation of bullying:

The staff member who deals with an incident of bullying/racism will investigate and report it to the appropriate person.

Gather information:

- Clarify if it is the first instance or on-going
- Find out if it is targeted at an individual or group
- Clarify what happened/times/key details/circumstances
- Record and state that bullying or racism was involved

Report the incident to:

- Class teacher – who will complete log on Edukey
- Phase leader/Deputy Head Teacher or Head Teacher

Following the Behaviour Categories chart determine if category 4

Class teacher to inform parents of the child who has reported the bullying/racist incident and state that the incident is being investigated.

Phase/SLT will meet with the instigator's parents

Further feedback to the alleged victim and his/her parents will take place after the full investigation has taken place.

Review the behaviour of all parties and if further incidents occur inform Head Teacher. Head Teacher will decide the sanctions/or possible exclusions – see Rewards and Sanctions policy.

- Deputy Head Teacher/Head Teacher is responsible for investigating incidents after they have been reported after the initial investigation.
- Class teachers are responsible for reporting incidents to Parents of the child with the support of Phase Leader or Deputy Head Teacher/Head Teacher.
- SLT will discuss, monitor and review the Anti-bullying/Racism Policy on a regular basis.
- Class teachers are responsible for addressing bullying/racism through the curriculum.