ANTI BULLYING & ANTI RACISM POLICY

Updated: Sept 2026

Signed: SJ

Review Date: Sept 2027

This statement must be read in conjunction with the London Colney Primary & Nursery School Behaviour Policy

We are proud of the diversity in our school and as part of our British Values we encourage our pupils to respect, appreciate and celebrate differences. We work together to ensure that pupils are able to learn in a supportive, caring and safe environment without fear of being bullied and free from race discrimination and harassment.

Policy Aims

Bullying and Racism are anti-social and affect everyone. In line with the School Standards and Framework Act 1998, this policy aims to:

- Enable all members of the school community to understand what bullying behaviour and racism is and that it is not acceptable.
- Outline the procedures to be followed in the event of a bullying or racist incident.
- Assure parents and pupils that bullying and racism are taken seriously and that all incidents of reported bullying and/or racism will be dealt with promptly and effectively.

Definition of Bullying

Bullying is the use of deliberately hurtful and/or targeted behaviour, often repeated over a period of time, where it is difficult for the person being bullied to defend himself or herself. Bullying results in pain and distress to the victim.

The main types of bullying are:

- Physical (e.g. hitting, kicking or any use of physical violence; theft)
- Verbal (e.g. name-calling, teasing,)
- Emotional (e.g. spreading rumours, excluding someone from social groups, tormenting)
- Sexual (e.g. gender stereotyping or taunts about sexual orientation)
- Cyber (using mobile phones or the internet etc to deliberately upset someone) see Online Safety Policy
- Racist

Bullying is not... the odd occasion of falling out with others, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if this is done over a period of time on purpose.

Children and young people sometimes fall out or say things because they are upset with someone else or a situation. When occasional problems of this kind occur, it cannot be classed as bullying. It is an important part of all children's development to learn how to deal with conflict and friendship breakdowns, the odd name calling or prank. We all have to learn how to deal with these situations and develop the appropriate social skills to deal with or repair relationships. It is also important for children to understand that if they themselves upset or hurt someone, and that person retaliates, this is not bullying on behalf of the other person (retaliation is not acceptable according to London Colney School, but it is not bullying).

Definition of Racism

Racism can be described as prejudiced or discriminatory attitudes, beliefs or behaviours, which treat an individual or group of individuals differently because of their race, religion or ethnicity.

Signs and Symptoms of Bullying

A pupil may indicate that they are being bullied by changes in their behaviour. All members of staff and parents have a responsibility to be aware of these possible signs for example:

- is frightened of walking to or from school;
- is unwilling to go to school;
- begins truanting;
- becomes withdrawn, anxious, or lacking in confidence;
- becomes clingy;
- starts stammering;
- cries him/herself to sleep at night or wets the bed;
- feigns illness in the morning;
- begins to underachieve in school work;
- arrives home with clothes torn or belongings damaged;
- has possessions that 'go missing';
- asks for money or starts stealing money (to pay bully);
- has dinner money or other monies continually 'lost';
- has unexplained cuts or bruises;
- arrives home hungry (money or lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong.

The school will respond accordingly. These signs and behaviours may indicate other problems, but bullying or being the victim of racism should be considered a possibility and, therefore, the cause of the above investigated.

If bullying and/or racism do occur, all pupils will be able to report it and know that incidents will be dealt with promptly and effectively. Pupils have a responsibility as well as staff to help eradicate bullying and therefore *anyone* who knows that bullying and/or racism is happening is expected to tell a member of staff.

Procedures:

If bullying and/or racism is reported

- All bullying incidents must be reported to any member of staff who will then deal with the situation as a matter of urgency.
- A clear account of the incident will be recorded and given to a senior member of staff.
- The senior member of staff will investigate the incident further by interviewing all pupils involved, in consultation with the Class Teacher.
- The Headteacher will be informed.
- A record will be kept on the serious incident form and kept centrally for monitoring by SLT and the Local Education Committee. A copy will be held in the class record file.
- The outcome will be decided by the senior member of staff in collaboration with the Class Teacher.
- Parents of victim and perpetrator will be informed and involved as appropriate.
- Sanctions will be put into effect as laid out in the school Behaviour for Learning Policy.
- If the problem persists the whole staff will be informed of the situation.

Support for affected pupil

- As a confidential means of communicating, pupils can leave messages using the 'Worry Box' or another school method.
- The pupil will be given an immediate opportunity to talk about the experience with their Class Teacher or member of staff of their choice.
- They will be assured that the situation is being dealt with.
- The pupil will be advised about appropriate strategies to deal with bullying e.g. speaking out assertively.
- They will take part in a restorative conversation with the perpetrator at a suitable time.
- Steps will be taken to restore the pupil's self-esteem and confidence.
- The pupil will be encouraged to report any further bullying or racist incidents immediately.
- The pupil's parents will be advised of the steps being taken.

Support and action for perpetrator

- The pupil will be spoken to by a senior member of staff regarding the unacceptable nature of bullying and racism.
- Attempts will be made to discover why the pupil became involved.
- The perpetrator will be expected to make a genuine apology to the victim.
- The appropriate sanction related to the severity of the incident will be explained and implemented.
- Strategies will be put in place to try to help the pupil change his/her behaviour.
- The parents will be informed and asked to support the action being taken by the school.

Follow-up to incident

- The victim's welfare will be discreetly monitored by the Class Teacher.
- Further support will be provided for the victim as appropriate, e.g. through work with a Learning Mentor.
- The perpetrator pupil's behaviour will be closely monitored and improvements praised.
- Appropriate reconciliation between the pupils will be encouraged.

In the majority of cases we would hope that parents will support any action that is taken as a result of bullying and/or racism. However, if a parent does not agree with the action taken by the school they should follow the complaints procedure.

Awareness and prevention of bullying of racism throughout the school

Within the curriculum the subject of bullying and racism and its unacceptability is regularly addressed through the teaching of the British Values - Respect and Tolerance, PSHE, Circle Time, Assemblies and other subject areas as appropriate.

Monitoring and review

This statement will be promoted and implemented throughout the school Its effectiveness will be monitored regularly by the Chair of Governors and updated as necessary to meet the changing needs of the school.