



BULLYING AND RACISM POLICY

Bullying

Bullying is extremely unpleasant for all concerned but unfortunately takes place everywhere. At The Gateway School we have a comprehensive anti-bullying policy (available at the school) which was written by pupils as well as the staff. Our view is simple; we believe that everybody has the right to live their lives free from being bullied and free from the fear of being bullied. We therefore do everything we can to prevent bullying taking place.

Our staff are very aware that, just like in other schools, there are a number of pupils who, given the chance, will bully others. We are constantly looking out for this and usually have a good knowledge of what has been going on in school. Our higher levels of supervision help to reduce the amount of bullying that takes place but unfortunately we can never eradicate it completely.

When a student or their parent/carer complains to us about being bullied we take it seriously and deal with it thoroughly. Firstly, we investigate the allegation of bullying by interviewing the parties concerned and any witnesses in order to try to establish what has been happening. Where it is found beyond doubt (we do not want people wrongly accused) that bullying has taken place the guilty parties are dealt with in a variety of ways:

They will be spoken to about their behaviour and asked to stop immediately. Some students do not realise that people feel bullied by them, they think they are just playing around or pretending to “act hard” etc. We therefore emphasise that whatever they might think, bullying *is* taking place and it needs to stop.

Depending on the circumstances we might insist upon an apology, impose some form of sanction or even exclude a student from school for persistent or extreme incidents of bullying. We also adopt a supporting role in trying to teach bullies different ways to behave.

They will sometimes have to sit down with their victims and explain their actions and victims too have the opportunity to examine their own behaviour to see if there is anything they can do to reduce the risk of them being bullied.

We also address the issue of bullying through the curriculum, particularly our teaching in RE and PSHE (Personal, Social and Health Education) and school assemblies. Our behaviour management policy also explicitly addresses bullying and promotes positive and supportive behaviour.

Racism and Homophobic Bullying

Racism and homophobic bullying are specifically included in our anti-bullying policy and treated in the same way. This is a non-racist establishment and one which strongly rejects negative discrimination on the basis of race, colour, religion or sexual orientation. Any such incidents are dealt with seriously and such negative discrimination will not be tolerated.

Whilst we try to detect all incidents of bullying quickly, this is not always possible and sometimes pupils will be afraid to tell us because of the fear of further bullying for telling.

Should they tell you that they have been the victim of bullying, racism or homophobic bullying **please contact the school** so that we are able to deal with the matter and put your mind at rest.

We cannot deal with something if we are not told it is going on so, whatever your concerns may be, please never hesitate to contact us as this will help us do a better job.