



# Bishop Luffa School

## Anti-Racism & Anti-Bullying

*This information can also be found in the Pupil Planner (page 24-25)*

### **RACISM AND BULLYING WILL NOT BE TOLERATED AT BISHOP LUFFA**

#### **WE ARE AN ANTI-RACIST SCHOOL**

- We believe that all people should be treated equally. We will not tolerate language or behaviour that singles someone out because of the colour of their skin. We ask all of our students to challenge racism when they see it.

#### **HOW DO I CHALLENGE RACISM?**

- Speak to your Head of House immediately. You can also use our designated email address: [reportracism@bishopluffa.org.uk](mailto:reportracism@bishopluffa.org.uk). All reports to this address are reviewed by the Student Council.
- Racist incidents are also reported to the Directors of our School. If 'everyone matters' at Bishop Luffa School, then we must consider how our words and actions will affect other people.

Our aim is to make Bishop Luffa a school free from bullying. In order to achieve this your School Council and teachers have worked hard in order to create our:

### **ANTI-BULLYING POLICY**

in order to deal with ANY incident of bullying.

#### **BULLYING IS**

any deliberate behaviour which causes distress or hurt to another person, whether physically, mentally or emotionally.

#### **BULLYING INCLUDES**

- persistent name calling and use of offensive language
- cyber bullying: use of mobile phones and the Internet to intimidate and scare, for example use of online petitions of hatred, texts and social networking sites, such as Facebook, Twitter, YouTube, Snapchat, Instagram, MSN, Ask.fm, WhatsApp.
- any forms of discrimination towards others, for example the use of homophobic language, racism or sexist comments
- persistent staring in an unfriendly way
- victimisation, picking on people and putting people down

- spreading malicious rumours
- making sure someone feels left out
- threatening or unpleasant behaviour
- getting others to threaten for you
- actual physical violence
- persuading and manipulating someone to do something they don't want to do. You may think that getting someone to give up their sweets, crisps or lunch money isn't bullying, **but it is.**

### **WHAT CAN WE ALL DO ABOUT BULLYING?**

**REPORT IT** If you are being bullied

**REPORT IT** If you are a witness to bullying

### **WE MUST ALL TAKE RESPONSIBILITY FOR REPORTING**

### **WHAT CAN WE ALL DO ABOUT BULLYING?**

- Report it to your Tutor, Head of House or any other person you feel you can trust
- A friend could report it for you. You choose.
- If it is happening to YOU or you have WITNESSED it happening to someone else, you could write a brief account of the incident that has taken place, give your name and post it in an envelope into the red letterbox outside the library addressing it to the member of staff you want to share it with.
- Don't be afraid to ask for help. It will NOT get worse if you tell. Action will always be taken.

### **THE BULLY CAN EXPECT ANY OF THE FOLLOWING**

- To be challenged by all staff and a warning from the Head of House and/or Mr Topley / Mr Jackson / Mrs Watson
- That their parents will be informed
- Be placed on Red Report and other school sanctions
- To be counselled about their behaviour
- To meet their 'victim' and engage in a restorative meeting (if the victim agrees to the meeting)
- IN SERIOUS OR CONTINUING CASES, TO BE PERMANENTLY EXCLUDED FROM OUR SCHOOL

### **THE VICTIM CAN EXPECT**

- Confidentiality
- Immediate action to be taken
- The bullying to stop
- Support and understanding with the offer of a mentor
- To be consulted about any action taken
- Checks to be made to make sure that the bullying has stop

**BULLYING WILL NOT BE TOLERATED AT OUR SCHOOL**