

Discrimination, Racism and Bullying Prevention Policy

The Sittingbourne School



Approved by: Local Governing Body

Date: May 2024

Last reviewed on: September 2024

Next review due by: September 2025



The Sittingbourne School: Discrimination, Racism and Bullying Prevention Policy

Introduction

Swale Academies Trust and The Sittingbourne School are committed to creating a safe and inclusive learning environment for all students. We believe that bullying, discrimination, and racism are unacceptable and will not be tolerated in any form. This policy outlines our approach to preventing, identifying, and responding to these issues.

What is Discrimination, Racism and Bullying (DRB)?

- **Discrimination:** Treating someone unfairly because of a protected characteristic, such as race, religion, disability, sexual orientation, or gender identity.
- **Racism:** Prejudice or discrimination directed at someone based on their race or ethnicity.
- **Bullying:** Repeated, aggressive behaviour used to intimidate, hurt, or control another person. This can be physical, verbal, emotional, or social.

Forms of DRB

This policy covers all forms of DRB, including:

- **Racial bullying:** Name-calling, teasing, threats, or violence based on race or ethnicity.
- **Disability-based bullying:** Mocking or excluding someone because of a disability.
- **Homophobic/transphobic bullying:** Bullying based on sexual orientation or gender identity.
- **Sexist or sexual bullying:** Unwanted sexual comments or advances.
- **Misogyny:** Hatred or contempt for women. This can include verbal abuse, threats, intimidation, and physical violence.
- **Discrimination based on Religion:** Treating someone differently because of their religion or beliefs. This can include exclusion, harassment, and denial of opportunities.
- **Extremism:** Holding extreme political or religious views that promote violence or hatred.
- **Body Image Bullying:** Making negative comments about someone's appearance, weight, or size.
- **Cyberbullying:** Using electronic communication to bully someone, such as through text messages, social media, or online gaming. (To prevent cyberbullying and distractions, all electronic devices must be powered off and stored securely in bags upon entering school grounds and remain so throughout the entire school day, including breaks and lunch. Please refer to our mobile phone and electronics policy)

Preventing DRB

We take proactive steps to prevent DRB through:

- **Social and emotional learning:** We integrate lessons that develop respect, empathy, and responsible behaviour.
- **Anti-discrimination team:** This dedicated team addresses incidents of prejudice and promotes positive school culture.
- **Assemblies and Personal Development Time (PDT):** We raise awareness about DRB through regular assemblies and activities during character education and Personal Development Time.



- **Staff training:** Staff are trained to recognize and respond to DRB effectively.

Identifying and Responding to DRB

We encourage students to report DRB incidents to a trusted adult in school or through the online DRB reporting system.

Our response will include:

- **Investigating the incident:** We will investigate all reported incidents thoroughly and confidentially.
- **Supporting the victim:** We will provide emotional and academic support to the victim.
- **Addressing the perpetrator:** We will take appropriate disciplinary action against the perpetrator, which may include restorative justice practices.
- **Parental involvement:** We will keep parents informed and involved throughout the process.

Student Involvement

Students play a vital role in preventing DRB by:

- **Reporting incidents:** Reporting DRB when they see it happen to themselves or others.
- **Supporting each other:** Creating a culture of kindness and respect.
- **Participating in anti-DRB initiatives:** Participating in activities and programs that promote a positive school climate.

Reporting Discrimination, Racism and Bullying

To report discrimination, racism, and bullying (DRB) at Sittingbourne School, you have two main options:

1. **Speak to Any Adult in School:** students can report DRB incidents by speaking to any adult in the school. This could be a teacher or any staff member you feel comfortable talking to about the issue.
2. **Report Online:** Another option is to report DRB incidents online. Students can do this by clicking on the blue DRB icon on their homepage. This will lead students to a form where they can provide details of the incident. The Year team will then review the report and provide support as quickly as possible.

Why Reporting DRB Online or to Staff is Preferred:

Reporting DRB incidents online or to school staff rather than parents calling or messaging the school parents directly is important for several reasons:

1. Confidentiality: Reporting online or to staff ensures confidentiality and privacy for the student reporting the incident. This can be crucial in sensitive situations like DRB.
2. Immediate Support: By reporting to staff or online, the Year team can respond quickly and provide support to address the DRB incident promptly.
3. Professional Handling: School staff are trained to handle DRB incidents professionally and can take appropriate actions to address the issue effectively.
4. Maintaining a Safe Environment: Reporting to staff or online helps in maintaining a safe and supportive environment within the school community, promoting a zero-tolerance policy towards DRB.



Liaison with Parents and Carers

We work collaboratively with parents by:

- **Providing clear communication:** Keeping parents informed about the school's DRB policy and reporting procedures.
- **Working together:** Partnering with parents to address DRB concerns.
- **Promoting positive behaviour:** Encouraging parents to model respectful behaviour at home.

Monitoring and Review

We will regularly review and update this policy to ensure its effectiveness. We will also monitor reports of DRB to identify trends and implement additional support strategies.

Responsibilities

Everyone in the school community has a responsibility to prevent DRB. This includes:

- **School governors:** Monitoring and reviewing the policy.
- **Headteacher and senior leaders:** Implementing the policy and providing leadership.
- **Teaching and non-teaching staff:** Recognising and responding to DRB incidents.
- **Students:** Reporting DRB and creating a positive school climate.
- **Parents/Carers:** Supporting the school's efforts and modelling positive behaviour.

Further Support

Students and parents can find additional support from the following resources:

- Anti-Bullying Alliance (<https://anti-bullyingalliance.org.uk/>)
- Childline (<https://www.childline.org.uk/>)
- UK Safer Internet Centre (<https://saferinternet.org.uk/>)

This policy builds upon and strengthens our existing anti-bullying policy. We are committed to providing a safe and inclusive learning environment for all students.

Details regarding student behaviour and engagement, and the use of mobile and electronic devices are outlined in the School Behaviour Policy and Mobile and Electronic Devices Policy, respectively.



Links to other Sittingbourne School policies

School Equality policy

School Behaviour policy

Mobile Phone policy

Child Protection and Safeguarding policy

Online Safety policy:

These can be found at

<https://www.thesittingbourneschool.org.uk/page/?title=Policies+and+Guidance&pid=28>