



Kemnal
Technology
College



ANTI-BULLYING & RACIST INCIDENT POLICY

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September 2023

The Policy will next be reviewed by TKAT &
Kemnal Technology College by:

September 2024



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VISION

The aim of this policy is to ensure that all students learn in a supportive, caring and safe environment without fear of being bullied.

OBJECTIVES

- ❖ To give a clear message to students, teachers, parents and the community that bullying is unacceptable and will not be tolerated.
- ❖ To raise awareness of the issue to prevent bullying through PSHE, form time and the curriculum.
- ❖ To encourage all members of the KTC community to take responsibility for stopping and preventing bullying.
- ❖ To create a climate where students are able to report bullying and offer them comfort and support.
- ❖ To develop strategies to deal with incidents of bullying.

SUCCESS CRITERIA

- ❖ The College will review this policy annually and assess its implementation and effectiveness.
- ❖ The policy will be promoted and implemented throughout the College.

WHAT IS BULLYING

Bullying is behaviour by an individual or group, usually over time, which intentionally hurts another individual either physically or emotionally.



Bullying can be:

- ❖ Emotional
- ❖ Being unfriendly, excluding, tormenting (e.g. hiding personal possessions, making threatening or humiliating gestures)
- ❖ Physical
- ❖ Pushing, kicking, hitting or any use of violence
- ❖ Racist
- ❖ Racial taunts, graffiti, gestures
- ❖ Sexual
- ❖ Unwanted physical contact or sexually abusive comments
- ❖ Homophobic/Transphobic/Biphobic
- ❖ Abusive comments focussing on sexuality
- ❖ Religious
- ❖ Abusive comments focussing on religion
- ❖ Verbal
- ❖ Name calling, sarcasm, spreading rumours, name calling
- ❖ Cyberbullying
- ❖ Using ICT, particularly the internet and mobile phones, to deliberately upset someone else

STUDENTS WHO ARE BEING BULLIED

Students and parents should be encouraged at all times to report incidents of bullying. They should be re-assured that it can be dealt with. Students can approach their form tutor, head of year, pastoral leader, teacher or anyone else at the College they feel comfortable talking to. Parents should contact either the student's form tutor, head of year or pastoral leader.

Staff at KTC will offer a protective, proactive, sympathetic and supportive response to students who are victims of bullying.

The following groups of students are known to be particularly vulnerable to bullying:

- ❖ Students with Special Educational Needs
- ❖ Students with a parent in prison
- ❖ Students on the Child Protection register
- ❖ Students with a CAF

As a College we are committed to the wellbeing of the above groups of students. In order to avoid any bullying incidents having impact on these students we ensure that they are effectively supported during the school day by the Learning Support Department and Pastoral Team. This is done by way of allocating a named adult and allowing "drop ins" at the Learning Support Office or Pastoral Office or Reflection Room



on a needs basis. Members of the Pastoral Team are also informed of any specific issues with students in order to implement effective pastoral support.

RESPONSIBILITY OF THE COLLEGE

If bullying is suspected or reported the incident will be dealt with immediately by the member of staff:

- ❖ A clear account of the incident will be recorded and the allegation will be investigated. If
- ❖ Cyberbullying messages to be kept as evidence
- ❖ Parents of all students involved to be kept informed
- ❖ All incidents of bullying to be recorded and monitored by pastoral team
- ❖ Details of bullying incidents to be logged with Assistant Headteacher with responsibility for behaviour

DEALING WITH BULLIES

A range of strategies will be used in response to bullies and these will be determined by the nature of the incident and may involve:

- ❖ Use of Restorative Justice
- ❖ Parental meeting
- ❖ Level of report issued
- ❖ Removal of certain privileges
- ❖ Referral to Safer Schools Police Officer
- ❖ Sanctions such as detentions, Community Service, Fixed Term Exclusion, Permanent Exclusion

PREVENTION

All staff at KTC are aware of the issue of bullying and the need to apply the College's policy when incidents of bullying are witnessed or reported. Staff are expected to reinforce the message that bullying is unacceptable and will take positive action to prevent it happening.

The College will raise awareness of the nature of bullying in an attempt to eradicate such behaviour through the use of:

- ❖ Assemblies
- ❖ PSHE
- ❖ Displays around the College
- ❖ Form time
- ❖ The College Code of Conduct
- ❖ Activities during Anti Bully Week and Enrichment Times
- ❖ External agencies



- ❖ Parental and student surveys
- ❖ Stay safe in cyberspace activities
- ❖ Safe ICT practices publicised and adhered to
- ❖ Searches of student's internet use records / mobile phone records
- ❖ Lessons in the curriculum

WHAT IS RACISM?

Racism or racialism is a term of discrimination based on race, especially the belief that one race is superior to another. Racism may be expressed individually and consciously, through explicit thoughts, feelings or acts, or socially and unconsciously, through institutions that promote inequality between races. Types of racist incidents that can occur are:

- ❖ physical assault against a person or group because of colour, ethnicity or nationality;
- ❖ use of derogatory names, insults and racist jokes;
- ❖ racist graffiti;
- ❖ provocative behaviour such as wearing racist badges or insignia;
- ❖ bringing racist material into the College;
- ❖ verbal abuse and threats;
- ❖ incitement of others to behave in a racist way;
- ❖ racist comments in the course of discussion;
- ❖ attempts to recruit others to racist organisations and groups;
- ❖ ridicule of an individual for cultural differences e.g. food, music, religion, dress;
- ❖ refusal to cooperate with other people because of their colour, ethnic origin or nationality;
- ❖ written derogatory remarks;
- ❖ any of the above forms of facial harassment, or any other discrimination by employers in connection with work placements or work experience

The definition of a racist incident that was set out in Recommendation 12 of the Macpherson Report on the Stephen Lawrence Inquiry published in February 1999.

"Only incident which is perceived to be racist by the victim or any other person"

DEALING WITH RACIST INCIDENTS

- ❖ Racist remarks must not be allowed to go unchallenged.
- ❖ Members of staff must not ignore any form of racist derision, verbal racist abuse or threats in College.
- ❖ Students or staff who persist in making inappropriate comments/abusive language/threatening behaviour must be referred to a senior member of the College staff.
- ❖ Explain to the perpetrator that racist behaviour will not be tolerated.



- ❖ Offer support to the victim and advice to the perpetrator.
- ❖ Parents/carers should be informed.
- ❖ Racist graffiti must be reported to a senior member of the College and should be removed as soon as possible.
- ❖ All forms of racist literature and materials must be removed.

RECORDING AND REPORTING RACIST INCIDENTS

Staff should report all racist incidents including the date, the names of the perpetrators and the victims, the nature of the incident and the action taken.