



# The Fountain School

## Policy Documentation

### Policy: Bullying and Racist Behaviour

Responsibility for Review: Principal / Head teacher  
Date of Last Review: September 2025

# **Bullying and Racist Behaviour Policy**

We would like to live in a world free from aggression and prejudice. Where all people live with tolerance and acceptance, a world where being different is not just acceptable but positively encouraged. By our own behaviour and that which we encourage, we can create a school environment where all children are free to be themselves and have encouragement and support of everyone around them in a calm, secure and caring atmosphere.

We all need to be alert to the signs of bullying and racial harassment and to deal firmly with it.

It is vital that every incident is followed up and the correct procedure is followed.

## **BULLYING**

We do not feel that Bullying is widespread at The Fountain School but it does happen. As in all schools there are certain children that could be vulnerable to bullying and all staff should be aware of and sensitive to these children. Also, there are children whose 'boisterous' behaviour becomes bullying. These children also need to be helped to see the consequences of their behaviour. We need to foster in them sensitivity to the other child's point of view.

As in all incidents it is dealt within the first instance by the class teacher and then by the Head Teacher who will consult the parents if necessary.

'Bullying' behaviour is repeated action with an intention of hurting another. It can be direct: physical and/or spoken. It can be indirect when a child is left out or deliberately not spoken to.

### **The Fountain School will tackle this by:**

- All staff will make it clear to both students and their parents that students should talk about problems and seek help if they find it difficult to cope in school or find they are being hurt either verbally or physically by another student or group of students.

- All staff will be alert to students who seem to be withdrawn or who appear to be experiencing difficulties in relating to others and will make sure that such behaviour is reported to the Head teacher for appropriate action.
- All suspected bullying incidents will be logged using the school incident reports and placed in the student's file
- Any student/groups of students who have been verbally or physically abused will be given counselling and support by the Head teacher or a specialist counsellor if one is available
- Any student/groups of students who are found to be aggressive and/or bullying will also need counselling and support.
- Any parent who is aware of a problem should contact the Head teacher. It is helpful to the school if parents write down details

What happened?

Where did it happen?

When did it happen?

Were there any witnesses?

If there were a series of incidents try and write these out in date order.

How did it affect your child?

Were there any after-effects?

- Any child who is suffering from verbal or physical abuse in school should speak to any adult with whom they feel comfortable or tell their parents. If they initially feel they cannot disclose this they should ring the Freephone confidential Child line (Tel. No.0800 1111).
- The Head teacher will make one rule very explicit – ***Be kind and considerate at all times to others*** and explain the school's policy on dealing with bullying very clearly to all students starting at the first Assembly. The Head teacher will explain that hurting others is not tolerated and that it is everyone's responsibility to make sure it does not happen.

## **Child on child abuse**

The school has a zero- tolerance approach to abuse.

Children can abuse other children. This is generally referred to as child-on-child abuse and can take many forms. Child on child abuse is most likely to include, but may not be limited to: bullying (including cyber bullying, prejudice-based and discriminatory bullying); abuse in intimate personal relationships between peers; physical abuse such as hitting, kicking, shaking, biting, hair/scarf pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse); sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence); sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse; causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party; consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery); up skirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; and initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

### **Sexual Violence and Sexual Harassment between children in school**

Sexual violence and sexual harassment can occur between two children of any sex. They can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that all victims are taken seriously and offered appropriate support.

The school makes clear

- That sexual violence and sexual harassment is not acceptable and will never be tolerated and is not an inevitable part of growing up;
- That we will not tolerate sexual violence or sexual harassment as “banter”, “part of growing up” or “just having a laugh”

The designated safeguarding lead will deal with any reports of sexual assault and make any decision on a case by case basis. It is essential that victims are reassured that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report. [L]  
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Whilst the school establishes the facts of the case and starts the process of liaising with children’s social care and or the police, the alleged perpetrator should be removed from any classes they share with the victim.

Reports of sexual assault and sexual harassment will, in some cases, not lead to a report to the police (for a variety of reasons). In some cases rape, assault by penetration, sexual assault or sexual harassment are reported to the police and the case is not progressed or are reported to the police and ultimately result in a not guilty verdict. None of this means the offence did not happen or that the victim lied. The process will have affected both victim and alleged perpetrator. Appropriate support should be provided to both as required and consideration given to sharing classes and potential contact as required on a case-by-case basis. The Safeguarding lead should be able to justify her decision-making based upon the situation.

All the above should be considered with the needs and wishes of the victim at the heart of the process (supported by parents and carers as required).

The DSL may contact the NSPCC helpline 0808 800 5000, the rape crisis 0808 802 9999, the survivors trust 0808 801 0818 or the uk safer internet center 0344 381 4772 for advice.

## **Racial Harassment Guidelines**

We have never had an incident of Racist Behaviour at the School, however like all schools we are not immune from it.

### **How to identify Racist Behaviour**

Racist behaviour can be defined as any hostile or offensive act of expression by a person of one racial group against a person of another racial group, or any incitement to commit such an act, where there is an indication that the motivation is racial dislike or hatred.

Racist behaviour may vary in the degree of hostility. Some incidents such as name calling may have become an everyday feature of school life and scarcely recognised as the offensive racist expressions they are. Other incidents may be offences of a most extreme and blatant kind, which constitutes the highest form of insult and touch the very essence of the individuals or community's self-respect.

Even incidents which appear trivial in themselves can rapidly become serious and frightening once they begin to accumulate and intensify. The school should at all times be aware of the risk of escalation.

The following are all examples of racist behaviour, which schools are asked to look out for. They would note that they may occur in or out of lesson time, in classrooms, corridors, playgrounds, at the school gate or on the way to and from school. **ALL ARE EQUALLY UNACCEPTABLE.**

1. Direct physical assault or the threat of it
2. Racist name calling or joke making
3. Expressing prejudices or deliberate misinformation on racial or ethnic distinction
4. Written graffiti on walls or in books

## **Appendix 1:**

### **What is cyber bullying?**

"Cyber bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself."

Seven categories of cyber bullying have been identified:

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then thinks the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.
- Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyber bullying.

### **What can schools do about it?**

While other forms of bullying remain prevalent, cyber bullying is already a significant issue for many young people. The Fountain School recognises that staff, parents and young people need to work together to prevent this and to tackle it whenever it occurs.

We will ensure that:

- the curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely including personal rights
- all e-communications used on the school site are reasonably monitored
- No mobile phone policy for students at the school
- Internet blocking technologies are continually updated and harmful sites blocked
- We work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice
- security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school
- we work with the police and other partners on managing cyber bullying.

## **ICT and Mobile Phone Policy**

If a cyber-bullying incident directed at a child occurs using e-mail or mobile phone technology, The Fountain School will take the following steps:

- Advise the child not to respond to the message
- Refer to relevant policies, e.g. e-safety/acceptable use , anti-bullying and apply appropriate sanctions
- Secure and preserve any evidence
- Inform the sender's e-mail service provider
- Notify parents of the children involved
- Consider informing the police depending on the severity or repetitious nature of the offence. The school recognises that some cyber bullying activities could be a criminal offence under a range of different laws including: the Protection from Harassment Act 1997; the Malicious Communication Act 1988; section

127 of the Communications Act 2003 and the Public Order Act 1986



**If malicious or threatening comments are posted on an Internet site or Social Networking Site about a pupil or member of staff, The Fountain School will also:**

- Inform and request that the comments be removed if the site is administered externally
- Secure and preserve any evidence
- Endeavour to trace the origin and inform the police as appropriate.