

TRINITY SCHOOL



Bullying and Racism Policy

Date of Document: March 2023

First Revision:

Second Revision:

Third Revision:

Fourth Revision:

Signed: _____ (Chair of Governors)

Author:

This Policy is intended to ensure that the Governors' Vision and Aims are delivered, as set out below:

Trinity School Vision

- Leading Excellence in SEND Provision
- Ensuring Outstanding Person-Centred Achievement
- Including Everyone in Meaningful and Safeguarded Life

Guiding Principles/Ethos

The school is committed to the health and safety of its pupils and staff, and will act to safeguard their well-being at all times. Experiencing bullying and/or racism has a serious effect on self-esteem and health, and will not be tolerated on any level at Trinity School.

Aims

To promote a positive and safe learning environment where all members of the school community feel respected and valued, and to raise awareness of racism and bullying in order to ensure that everyone is aware of any potential issues, and the procedures that should be followed in the event that an incident should occur.

Agreed Procedures/Guidelines

Awareness of racism and bullying, and what to do if it should happen, will be raised through PSHE and citizenship lessons, assemblies and social stories as well as ongoing staff training. Anyone who complains of racist harassment or bullying will be listened to carefully, and the details recorded on a standard form. The incident will be investigated by a senior member of staff, and all necessary parties will be informed of the outcome. In the event of serious incidents, the victim's families and police should be contacted. If found guilty, the perpetrator will be dealt with firmly but fairly, considering the nature of the incident and their level of understanding. In the case of a member of staff being found to have acted inappropriately, the formal disciplinary procedures will be followed, with advice taken from the Education Department where necessary.

Monitoring/How do we know this approach is working?

All members of staff and the governing body have the responsibility of implementing this policy, and any reported incidents will be taken seriously, logged, investigated and monitored by the senior leadership team. Parents are asked to actively support the policy by informing the school of any concerns that they have, so that any issues can be dealt with at the earliest opportunity.

The senior leadership team will review any reported incidents termly, and provide opportunities for the school team to consider if there are any further policy development or training requirements as a result of their findings.