

Staff and Students at **St. Luke's Science and Sports College** want to ensure our school remains a 'bully-free' zone. We believe that everyone is equal and that our differences should be celebrated.
Bullying will not be tolerated and will never be justified.

If we witness bullying or an incident is reported to us, we will:



Step One: CHALLENGE

- Challenge incident sensitively
- Speak to the student involved to explain why bullying is not acceptable
- Liaise with staff to organise an investigation and appropriate sanctions



Step Two: SUPPORT

- Offer comfort and support to the targeted student
- Contact parents / carers to inform of initial incident / reassure
- Use restorative Justice to rebuild relationships and unlearn prejudices
- Inform tutor and class teachers so they can monitor and support



Step Three: REPORT

- Contact parents / carers to inform them of the outcome of investigation
- Inform outside agencies *where appropriate* to support families
- Log the initial incident on Sims
- Send a copy of racist and prejudicial bullying log to Devon County Council