

# Anti-Bullying Policy



## Policy Statement

At Holy Trinity CE Primary School we embrace the vision for a highly educated society in which opportunity is equal for children and young people – no matter what their background or family circumstances.

With Christian faith central to our ethos and teaching, we strive to provide a happy, caring environment to maximise learning and achievement.

Our aim is for this ethos to permeate every aspect of the curriculum – lessons, events, routines, out of school clubs, trips and visits – and this policy seeks to ensure that our vision is fully realised and adhered to by all members of the school community.

## Governing Body

<b>Lead Person</b>	<b>David Winn</b>
<b>Link Governor/Chair of Committee</b>	<b>Lesley Morrison</b>
<b>Committee</b>	<b>Pupils, Families and Community Committee</b>
<b>Date Reviewed (incl. signature of Link Governor/Chair)</b>	<b>April 2022</b>
<b>Date Ratified</b>	<b>April 2022</b>
<b>Next review date</b>	<b>April 2024</b>

Chris Tongeman

David Winn

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## Excellence in how we worship, learn and work together

Every one of our children is unique and special. We are committed to providing an exceptional learning experience for all the children in our Holy Trinity family.

We strive to enable our children to acquire the knowledge, skills and characteristics they need to be successful in the wider world.

At Holy Trinity, we serve our community with compassion, empathy and kindness in all that we do.

## Introduction

At Holy Trinity, we believe that bullying is an anti-social behaviour that affects everyone. We are committed to providing a caring, friendly and safe environment for all members of our school community so they can learn and work in a relaxed and secure environment without fear of being bullied. We actively promote a climate of co-operation and positive behaviour to reduce the number of incidents and likelihood of bullying occurring. This will enable our pupils and staff to reach their full potential.

Bullying of any kind is unacceptable and will not be tolerated. If bullying does occur, all pupils and staff should be confident to tell someone about it and know that all incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell someone they trust.

### **Someone a child trusts may be:**

- A parent/ carer or another member of the family
- A teacher or Learning Mentor
- A peer supporter
- A young leader
- A friend

### **Someone trustworthy may be:**

- Good at listening
- Caring
- Responsible
- Helpful and supportive
- Understanding
- Calm

## Definition

Bullying is behaviour by an individual or group of an individual or group that is repeated over time and intended to hurt someone either physically or emotionally, where the relationship involves an imbalance of power.

At Holy Trinity we use the acronym S.T.O.P. (several times on purpose) to help distinguish between a common disagreement and sustained, persistent behaviour towards another child or children.

## Principles

- Our children are safe and feel safe
- Bullying of any kind is not tolerated at our school

### **Our school community:**

*Listens* – all pupils, parents and carers are listened to and influence strategies and approaches to prevent, report and respond to incidents of bullying.

*Includes us all* – all pupils, including those with special needs or disabilities, are included, valued and participate fully in all aspects of school life.

*Respects* – all school staff and pupils are role models to others within the school in how they treat others.

*Challenges* – all school staff and pupils challenge unkind language towards others. This includes bullying behaviours towards members of staff.

*Celebrates difference* – difference is actively and visibly celebrated across the whole school.

*Understands* – all school staff, pupils, parents and carers understand what bullying is.

*Believes* – all pupils, and their parents and carers are acknowledged, believed and taken seriously when reporting incidents of bullying.

*Reports bullying* – all pupils within the school, their parents and carers understand how to report incidents of bullying.

*Takes action* – we respond quickly to all incidents of bullying. Pupils participate fully in decisions about them and help to make decisions about how we respond to bullying.

*Has clear policies* – our schools anti-bullying and behaviour policies reflects these principles

## Prevention

There is an ethos and expectation of good behaviour of all children. Children and staff are encouraged and expected to show respect to others and to be treated with respect. They are taught to 'make the right choices' and understand the impact of their behaviour on the wellbeing, learning and safety of others. Expectations and messages are shared in assemblies, PSHE lessons and in the way behaviour incidents are dealt with throughout the school.

Levels of adult supervision, training and an ethos that bullying is not tolerated mean that all staff are aware of different forms of bullying and their responsibilities to act upon it.

## Curriculum

Our curriculum promotes co-operation and positive behaviour through:

- Our PSHE curriculum, taught through the JIGSAW scheme of learning. This approach brings together PSHE Education, emotional literacy, mindfulness, social skills and spiritual development. A variety of teaching strategies are used and are mindful of each child's preferred learning style
- PSHE lessons and circle time activities planned within our Mental Health and Well Being Week, including yoga and mindfulness sessions

- RE – particularly to address faith-based bullying and Islamophobia, and any extremist behaviour
- SRE to reduce sexual bullying and homophobic bullying
- Computing – to raise awareness and reduce incidents of cyberbullying and online safety (see Online Safety policy)
- Collective Worship

#### **Our staff will:**

- Be excellent role models in the way they behave and speak to others
- Be alert to distress and possible signs of bullying and follow these up with the child and/or their class teacher and/or the inclusion team
- Listen to children who raise concerns, take these seriously and follow these up by further investigation
- Record and report any signs of bullying or accounts of bullying - Inform the inclusion team of any bullying or suspected bullying promptly
- Contact parents of all concerned in a bullying situation
- Be kept up to date with policy and procedures for dealing with behaviour and bullying incidents - Follow the school's behaviour systems - Ensure suitable sanctions follow from confirmed bullying situations (see behaviour policy) which includes exclusion or the police if the actions are illegal
- Support and respond to the needs of both bullied and bullying children
- Seek support from or report cases to relevant outside agencies in serious cases

#### **Our children will:**

- Make the right choices in their behaviour towards their peers
- Tell an adult of any witnessed incident of bullying
- Tell an adult if they have been the victim of bullying behaviour
- Have access to external support through agencies including Child Line and the NSPCC

#### **Our parents will:**

- Tell the school of any concerns regarding bullying of their own or another child in the school as soon as possible
- Report promptly any signs of bullying to the school
- Co-operate with the school in the investigation and resolution of incidents of bullying
- Allow the school to investigate and resolve issues around behaviour or bullying

#### **Bullying outside school premises**

Teachers have the power to discipline pupils for misbehaving outside the school premises 'to such an extent as is reasonable.' DFE 2013

All staff will respond to bullying incidents occurring anywhere off the school premises in line with procedures in this policy, and where instances are deemed to be bringing the school into disrepute (see Behaviour Policy). For example; on school or public transport, outside local shops, cyber-bullying (social network sites or mobile phones)

Where bullying outside school is reported, it will be investigated and acted upon.

In severe cases of bullying, the Headteacher would also consider whether it is appropriate to notify the police or local authority.

### Statutory Duty of Schools and Shared Responsibility

Headteachers have a legal duty under the School standards and framework act 1988 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

The following steps may be taken by the School when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with as soon as possible by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Head teacher or Deputy Head.
- They will speak to all concerned and record the incident class teachers will be informed
- Parents will be kept informed

Pupils who have been bullied will be supported by:

- Having an immediate chance to discuss the experience with their class teacher or the learning mentor
- Reassuring the pupil
- Setting up a safety plan
- Offering continuous support
- Restoring self-esteem and confidence with the aid of the learning mentor
- Referring to appropriate outside agencies if necessary

Pupils who have bullied will be helped as a result of the school:

- Discussing with the child what happened, and reflecting on the choices they made
- Establishing any wrong doing and the way in which they can improve their behaviour choices
- Informing parents or guardians to help change the attitude of the pupil

### Other Related Policies /Guidance

This Policy is linked to/consistent with:

- PSHE & RSE Policy
- Health and Safety Policy
- Behaviour for Learning Policy
- SEND and Inclusion Policy
- Whistle Blowing Policy

This policy also takes due regard of the following documents:

- Preventing and Tackling Bullying, DfES 2013
- Equality Act 2010
- Bullying – Don't Suffer in Silence – An Anti-Bullying Pack for Schools" (64/2000), DfES 2000
- Section 89 of the Education and Inspections Act 2006
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## Policy Adoption, Monitoring and Review

This policy was considered and adopted by the Governing body in line with their overall duty to safeguard and promote the welfare of children as set out in the DfE guidance 'Keeping Children Safe in Education, September 2020'

Policy Adopted by Governors in: April 2022

Signature (Chair of governors):

A handwritten signature in black ink, appearing to read 'Mrs Taylor', written over a horizontal line.

Policy Due for Review: April 2024