



Trinity C of E Primary Academy Anti-Bullying Policy 2019 - 2021

OUR SCHOOL'S VALUES AND BELIEFS:

At Trinity C E Primary Academy we believe **all pupils and staff** have the right to feel happy, safe and included.

Pupils and staff have the right to work in an environment without harassment, intimidation or fear.

All bullying, of any sort, is therefore unacceptable.

Pupils who experience bullying will be supported.

We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

Aims of our Anti-bullying Policy

- To express our belief that all pupils should be included fully in the life of the school.
- To provide a learning environment free from any threat or fear.
- To reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- To respond effectively to all instances of bullying reported to us.
- *To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.*
- *To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.*
- *To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.*
- *To meet any legal obligations which rest with the school*

OUR DEFINITION OF BULLYING

Bullying is an action that is:

- *Deliberately hurtful*
- *Repeated, often over a period of time*
- *Difficult for victims to defend themselves against.*
DFE guidance, "Bullying: Don't Suffer in Silence"

It can take many forms but the main types are:

- *Physical – hitting, kicking, taking another's belongings*
- *Verbal – name calling, insulting, making offensive remarks*
- *Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones.*

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. At Trinity we will pay particular attention to:

- *Racial harassment and racist bullying*
- *Bullying because of pupils' religious beliefs*
- *Bullying of pupils who have special educational needs or disabilities.*

Objectives

At Trinity C E Primary

Our school Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; demonstrate respect for themselves and others; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

At Trinity C E Primary

Our curriculum is used to:

- *Raise awareness about bullying and our anti-bullying policy,*
- *Increase understanding for victims and help build an anti-bullying ethos,*
- *Teach pupils how to manage their relationships with others.*

Actions

- *Personal Social and Health Education, Whole School and class/whole school assemblies, are where opportunities are planned to promote our anti-bullying policies.*
- *Circle Time, role plays and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.*
- *All staff within the school will complete Staff training and develop their awareness of good practice policy and procedures to ensure any incidents of bullying are dealt with appropriately and effectively. (Staff Handbook, Guidance regarding policy and good practice)*
- *We also draw on Government guidance and Local Authority and Lichfield Diocese policy, and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.*

At Trinity, bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school.

We will use school assemblies and collective worship to reinforce this message.

We will advertise our anti-bullying policy on the school web-site.

Posters will inform pupils about Childline and other sources of confidential help available.

Our School Council will create an anti-bullying charter for each class to sign.

We will ask pupils where and when bullying occurs in school and we will supervise, and try to eliminate any unsafe areas which they report to us.

We will provide regular training for teachers and non-teaching staff (including mid-day supervisors) on spotting the signs of bullying and how to respond to it.

School Practice; Dealing with any incidents of bullying:

Pupils who have been bullied should report this to any member of staff, a representative of the school council or speak out

Pupils who see others being bullied should report this to any member of staff, a member of the school council, or report to the Executive Headteacher or Head of School.

Members of staff who receive reports that a pupil has been bullied should record on the appropriate behaviour log sheet and pass to the Executive Headteacher, Head of School, a member of the Leadership Team or a member of the Behaviour Team

Reports of bullying will be logged by the member of staff who deals with the incident

Where bullying is of a racist nature, we will report this to Academy Trust

All reports will be taken seriously and will be followed up by the Executive Headteacher or the Head of School.

At Trinity we will provide support to pupils who are bullied:

They will be reassured that they do not deserve to be bullied and this is not their fault. We will assure them that it was right to report the incident.

We will encourage them to talk about how they feel.

We will try to ascertain the extent of the problem.

We will engage them in making choices about how the matter may be resolved.

We will try to ensure that they feel safe.

We will discuss strategies for being safe and staying safe.

We will ask them to report immediately any further incidents to us.

We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

Support for the pupil responsible for the bullying:

We will consider sanctions under our school's Behaviour/Discipline Policy.

We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.

We will ensure that those involved know that we have done so far.

When bullying occurs, we will contact the parents of the pupils involved at an early stage.

We will keep records of incidents that we become aware of and how we responded to them.

We will follow up after incidents to check that the bullying has not started again.

WHEN TOUGHER MEASURES ARE NEEDED

If necessary, we will invoke the full range of sanctions that are detailed in the school's Behaviour/Discipline Policy. These include

- Removal from the group
- Withdrawal of break and lunchtime privileges
- *Withholding participation in school events that are not an essential part of the curriculum.*
- *Exclusion*

OUR RESPONSIBILITIES

Everyone within Trinity Primary Academy is expected to:

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

Pupils are expected to

- Report all incidents of bullying,
- Report suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.

Parents can help by

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of school.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.

CONCERNS, COMPLAINTS AND COMPLIMENTS

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Executive Headteacher's or Head of School's notice. If the Executive Headteacher or Head of School cannot resolve these concerns informally, parents can raise their concerns more formally through the school's

Complaints Procedure.

We would also be pleased to receive compliments – feedback from parents when things have gone well. We will evaluate our anti-bullying policy using the following measures:

The numbers of incidents that are reported to staff over a given period.

Monitoring of PSHE lessons, concerns log sheets

Pupils' perceptions of bullying in school through structured discussions and pupils questionnaires.

The number of complaints and, the compliments, that, we receive from parents.

OWNERSHIP OF THIS POLICY

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Executive Headteacher or Head of School is responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

One of our Local Academy Committee Members will take a special interest in bullying within school.

This policy was agreed and adopted at a LAC' Meeting held during Autumn Term 2019

The policy will be formally reviewed in July 2021

RELATED POLICIES

Our Anti-bullying Policy links with a number of other school policies:

- Safeguarding policy and Child Protection
- Behaviour Policy
- Discipline Policy
- Equal Opportunities Policy
- Child Protection and Safeguarding