

Holy Trinity CE Primary School
Anti-bullying Policy



The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is anti-social behaviour and affects everyone concerned and can undermine the self-esteem and confidence of those being bullied. Only when all issues of bullying are addressed will pupils be able to benefit fully from the opportunities available at School.

Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either emotionally, verbally or physically. Bullying can take many forms (for instance, cyber-bullying via text messages or social media) and is sometimes motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical Bullying (hitting, kicking or other forms of physically abusive behaviour)
- Verbal (name calling and racist remarks)
- Emotionally harmful behaviour (spreading rumours, excluding individuals from groups, cyber bullying)

Behaviour constitutes bullying if:

- It is repetitive, wilful or persistent
- It is intentionally harmful
- There is an imbalance of power, leaving the person being bullied feeling defenceless.

School takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which racist, sexist, homophobic, cyber bullying have taken place or where they relate to special educational needs/disability.

This document sets out the School's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of our Church school ethos based on mutual respect, fairness and equity as children of God. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike.

Aims

- To fulfil the School's statutory responsibility, to respect the rights of children and to promote their welfare.
- To promote a happy, caring, Christian ethos within School in which each pupil is safe and can learn without anxiety.
- To do all we can to prevent bullying by developing a School ethos in which bullying is regarded as unacceptable.
- To produce a consistent school response to any bullying incidents that may occur.
- To make all those connected with Holy Trinity CE Primary School aware of our opposition to bullying, and to make clear each person's responsibilities with regard to the prevention of bullying in our school.
- To reassure parents and carers that our School takes their children's welfare seriously and that they are educated in a safe and secure environment.
- To make children, staff and parents aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To address with perpetrators their problematic behaviour in a fair and firm, non-oppressive manner, and provide them with support to enable them to change their behaviour.

Signs of bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence in changes of work patterns or lacking concentration and deterioration in the quality of the child's work. Whilst this behaviour may be symptomatic of other problems, it may also be signs of bullying.

This policy applies only to incidents which take place on the school premises. The School is not **legally** responsible for bullying that takes place elsewhere. However, the School has an interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside the school.

- If it emerges that a pupil is responsible for bullying other children outside school this will be addressed and the bully's parents informed.
- If there is evidence of cyber-bullying then the parents of both the victim and perpetrator will be informed. If this continues the local police will be informed.
- If a child is found to be the victim of bullying outside School then help and support will be offered and advice given on how to avoid future incidents. Parents will be informed.
- If children are being bullied by pupils of another School the Head Teacher of that School will be informed and invited to deal with the matter.

Prevention

Pupils are taught to report bullying in school to an adult who will immediately notify the Head Teacher.

Teaching, support and welfare staff must be alert to signs of bullying and act promptly and firmly in accordance with school policy. Staff will constantly reinforce the message to the children that bullying is not acceptable and will take positive action to prevent and control it.

Parents/carers who believe that their child is a victim of bullying should share their concerns with the School at the earliest opportunity and be prepared to work with the School to keep their child safe in the future. All concerns will be taken seriously and investigated.

Similarly, if parents believe their child is bullying others, this information should be shared with School so that the problem can be addressed and a plan agreed to prevent further incidents and support put in place for the victim and the strategies given to the perpetrator to help them change their behaviour.

School recognises that there are certain times of the day when children may be more vulnerable to bullying e.g lunch and break times. If there are concerns about an individual or group it may be necessary to have extra supervision to monitor the situation and certain pupils may be forbidden access to these areas.

The issue of bullying will be discussed with children at a number of levels including:

- Whole school level, including acts of Worship and assemblies when bullying and the school's stance towards the prevention of bullying are discussed
- Participation in whole school friendship weeks, national anti-bullying weeks and e-safety weeks
- Classroom level, through circle time, PSHE, RE or other curriculum areas.
- Individual level, children who are at risk of bullying or who have suffered bullying in the past will be offered additional support and guidance

In order to help children learn and develop appropriate responses to others, all staff treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and respectful behaviour.

School procedures

The following steps will be taken when dealing with incidents:

- If bullying is reported or suspected, the incident will be dealt with by the member of staff who has been approached
- A clear account of the incident will be given to the Head Teacher
- The Head Teacher will investigate the matter and record the incident
- Parents will be kept informed
- All staff will be informed to monitor the situation and provide extra support and reassurance for the victim
- Appropriate sanctions will be used in consultation with the pupils, staff and parents

Children who have been bullied

Pupils who have been bullied will be supported by:

- Being offered the immediate opportunity to discuss their experience with a trusted adult of their choice; their class teacher, a member of the support staff, Head Teacher or School learning mentor
- The child will be offered continuous support until the matter is resolved

- School will work hard to restore the self-esteem and confidence of the child involved
- Help the child to see that adults are people who can be trusted to deal with incidents fairly and consistently
- Maintain and follow up support to ensure that issues are not resurfacing
- Keep daily records until the matter has been resolved.

Pupils who have bullied

Children who have bullied:

- Will be supported by being given the opportunity to discuss what has happened
- Discovering why the child became involved
- Establishing the wrong doing and the need to change
- Parents and carers will be informed
- Parents or carers may be supported to help change the attitude of the pupil

The following sanctions and disciplinary steps can be taken:

- Official warning to cease the offending
- Detention
- Exclusion from areas of the school grounds or building
- Fixed-term exclusion
- Permanent exclusion

The role of the Head Teacher

- It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

- The Head Teacher ensures that all children know that bullying is wrong and draws the attention of children to this at suitable moments. For example, if an incident occurs, the Head Teacher may decide to use whole school Worship as a forum in which to discuss why this behaviour was wrong.
- The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Teacher

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If an incident happens in their class, they must report it to the Head Teacher immediately and may be asked to record the incident.
- Teachers attend training as directed by the Head Teacher that enables them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of pupils

- Pupils will know that bullying is not tolerated.
- Pupils know what to do and who to speak to if they are being bullied.
- Pupils know what to do and who to speak to if they are aware of others being bullied.

A system of trained playground leaders is used to support children in the playground by their peers.

Role of the Governing Body

- The governing body supports the Head Teacher in all attempts to eliminate bullying from the school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The governing body requests updates about the effectiveness of the School's anti-bullying strategies.

Related policies

- Behaviour, discipline and exclusion policy
- Child Protection Policy
- Single Equalities Policy

Monitoring, Evaluation and Review

The school will review this policy regularly to assess its implementation and effectiveness. The policy must be implemented throughout the school.

Reviewed Autumn Term 2015

Review date Autumn Term 2017