



HOLY TRINITY

A learning community providing Catholic and Church of England education for all

ANTI-BULLYING POLICY

Rationale

At Holy Trinity we believe that all members of the community should be able learn and work in a supportive, caring and safe environment without fear of being bullied. All members of the community contribute to this environment and all should understand that, through inaction, bullying can be condoned. Bullying is an antisocial behaviour and is unacceptable.

Objectives

The objectives of the anti-bullying policy are to:

- prevent incidents of bullying through a proactive approach
- respond to bullying incidents in a proportionate and consistent way to ensure that incidents are quickly resolved.

Definition of bullying

Bullying is defined as "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally ... It might be motivated by actual differences between children, or perceived differences. (DfE "Preventing and tackling bullying; Advice for headteachers, staff and governing bodies" (July 2017)

This can be further defined as:

- Physical (hitting, kicking, theft or damage to belongings any use of violence)
- Emotional - Verbal (name calling, racist or homophobic remarks, threatening, teasing)
Indirect (spreading rumours, excluding from social groups, tormenting)
Cyber-bullying (on-line, e.g. through social networking, messaging or gaming)
Unwanted attention (physical or otherwise)

Roles and responsibilities

The Governing Body is responsible for

- upholding an inclusive environment which values the uniqueness of each individual
- ensuring regular review of the anti-bullying policy and practice including analysis of data.
- ensuring that the school promotes equality for its whole community.

The Headteacher is responsible for

- determining, publicising and ensuring implementation of the school's anti-bullying policy.
- ensuring that the whole school promotes equality and inclusion.
- ensuring that the anti-bullying policy is regularly reviewed.

The Deputy Head Teacher is responsible for

- organising appropriate training for staff to ensure they understand and implement the anti-bullying policy.
- keeping up to date with bullying related data and planning appropriate interventions in response to this data, either at an individual or whole school level.
- promoting the anti-bullying policy and ensuring that all stakeholders fully understand their rights and responsibilities with regard to bullying.
- acting as a port of call to advise staff on bullying related matters
- liaising with external agencies as necessary to support anti-bullying strategies and individual pupils and staff.

All staff are responsible for

- consistently modelling high standards of behaviour and holding high expectations for all
- promoting an inclusive environment which does not tolerate behaviour which may intimidate others in any way
- being vigilant about behaviour which may be bullying-related, including signs of distress such as change of mood, injury and change in behaviour norms.
- taking seriously claims or expressions of bullying
- following the correct procedure where evidence points towards bullying taking place.

Pupils are

- expected to adhere to school expectations regarding behaviour, including treating all members of the community with respect
- encouraged to report to staff any suspected incidents of bullying, including cyber-bullying
- encouraged to approach a member of staff if they feel intimidated or unsafe due to the behaviour of other individuals

Parents/Carers are encouraged to

- inform the school if they suspect that their child is being bullied and to work with the school to resolve the problem. Parents of children in the primary phase should contact their child's class teacher. Parents of children in the secondary phase should contact their child's form tutor.
- Work with the school to resolve incidents in which their child is the perpetrator of bullying or is a witness to an incident of bullying

Approach

In order to prevent bullying and to ensure that any incidents of bullying are quickly resolved the school will

- ensure that parents are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied.
- ensure that pupils know how to report bullying, including bullying which may have occurred outside school and cyber-bullying. Also ensure that pupils understand the school's approach and are clear about the part they can play in preventing bullying, including when they find themselves as bystanders
- regularly evaluate and update our approach to take account of developments in technology
- implement disciplinary sanctions. The consequences of bullying will reflect the seriousness of the incident
- discuss differences between individuals that could motivate bullying, such as religion, ethnicity, disability, gender, sexuality or appearance related difference.
- work with other organisations, including the police and children's services to help us with particular issues and to guide our practices.
- provide appropriate staff training.
- take all concerns about bullying seriously and investigate them fully
- investigate incidents of bullying thoroughly before taking remedial action

Identifying bullying

Pupils are encouraged to approach staff if they are being bullied. They are assured that all reports of bullying will be taken seriously and thoroughly investigated.

All staff will be alert to the signs of bullying and act promptly and firmly in accordance with this policy. Pupils or staff who are being bullied may not feel able to report incidents. However, changes in their behaviour may be evident such as becoming shy and nervous, feigning illness, taking unusual absences, clinging to adults, changes in work patterns, a lack of concentration or truancy.

Pupils who are aware of bullying ('bystanders') are encouraged to report it in a safe and confidential way. They are encouraged to talk to a member of staff they know well, such as their class teacher, form tutor or a member of the pupil support team.

Parents are encouraged to report concerns about bullying to a member of staff and to support the school in addressing it. Parental attempts to resolve bullying directly with other pupils or their families can lead to an escalation and are discouraged.

School approach to dealing with bullying

- where bullying is suspected or reported, it will be dealt with promptly
- an account of the concern will be recorded and filed
- a member of the pastoral team/senior staff will interview those involved and take statements as a record. This will be held in line with the school's data protection policy / practice
- parents, form tutors and other relevant adults will be informed, as appropriate
- where bullying occurs outside school, any other relevant schools or agencies be informed about the concerns and any actions taken
- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, school staff will investigate it and act on it. Parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone. Referral may be made to external support agencies, including the school's community police officer, where appropriate.
- where cyber-bullying has taken place, the headteacher may authorise a member of staff to examine data and files and, if they have good reason, may delete them. They do not require parental permission to do this. They may also hand the media to the police.
- consequences for choice of behaviour will be used

Pupils who have been bullied will be supported through:

- opportunities to discuss their experiences with our student support/pastoral team or a member of staff they feel able to talk to
- reassurance that the bullying will be addressed
- support to restore self-esteem and confidence
- the use of specialist interventions and/or referrals to other agencies, where appropriate. When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action. Full details can be found in Part 1 of Keeping Children Safe in Education.

Pupils who have engaged in bullying behaviour will have:

- an appropriate school sanction applied, in line with the school behaviour policy
- confiscation of mobile phones, in line with our e-safety policy
- support to understand the impact of their behavioural choices and to make amends to their victim
- support to change their behavioural choices and to understand the feelings which are driving them
- Continued bullying may lead to fixed term exclusion
- Where the above remediation proves ineffective, continued bullying may lead to permanent exclusion.
- If school staff feel that criminal offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, any person who sends an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed

to be false by the sender, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

Complaints about unresolved situations

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.

Required Outcomes

- All staff and pupils work within a climate of mutual respect and tolerance
- All members of our community feel valued, respected and included
- All staff and pupils are safe both physically and emotionally
- Our strategies for managing behaviour are consistent and effective
- Effective learning takes place
- The Christian ethos of our school is evident in all interactions

Links to Other Policies and Documents

- Exclusions Policy
- Safeguarding Policy
- Behaviour Policy
- CCTV Policy
- Dealing with Allegations of Abuse Policy
- E safety Policy
- Searching, screening and confiscation guidance (DfE 2018)
- Staff Grievance Policy

Monitoring, evaluation and review

The Deputy Headteacher responsible for care, guidance and support will lead on the implementation of this policy.

Termly reports will be made to the governing body about the number of reported concerns, motivations for bullying and any emerging patterns.

Statistical information will be provided to the local authority as required.

Policy Review

This policy will replace the previous policy and will be reviewed in by the Ethos, Welfare and Admissions Committee of the Governing Body every 2 years.

The policy was last reviewed and agreed by the Ethos, Welfare and Admissions Committee on 3rd May 2018 and is due for review before June 2020.



3rd May 2018

Signature
Head Teacher

Date



3rd May 2018

Signature
Chair of Committee

Date

