



Anti-bullying Policy

Date: September 2016

Review: December 2018

Signed: Chair of Governors

Headteacher

INTRODUCTION

At Trinity CE Primary School we believe that every member of the school community feels valued and respected, and that each person is treated fairly and well. Our school values are built on respect, faith, perseverance, friendship, responsibility and charity. The school Anti- Bullying Policy is therefore designed to support the way in which all members of the school follow these values.

AIMS, SYSTEMS AND EXPECTATIONS

The school expects every member of the school community to behave in a considerate way towards others taking into consideration each individuals rights and responsibilities.

We treat all children fairly and apply this policy in a consistent way. This policy aims to help children to grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school and the wider community.

The school rewards good behaviour, as it believes that this will develop an ethos of kindness and co-operation.

WHAT IS BULLYING?

Bullying is anti- social behaviour and affects everyone; it is unacceptable and will not be tolerated at Trinity Primary School.

We define bullying as physical or verbally aggressive behaviour that occurs 'Several Times on Purpose'. The school uses this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours and provides the 'STOP' acronym that leads to children knowing they should 'Start Telling Other People'

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet ,such as email & internet chat room misuse
 - Mobile threats by text messaging & call
 - Misuse of associated technology , i.e. camera & video facilities

Perpetrators may use different pretexts as the basis of their bullying, basing their comments or actions on:

- The religious background or faith of the person bullied
- A disability, perceived physical difficulty or Special Educational Need.
- The race of the victim: eg racist name calling, taunts, graffiti or gestures
- The sexuality of the victim: eg homophobic bullying

Bullying can also take place through third person involvement ie another person being encouraged to take part in any of the behaviours above.

Bullying may occur inside of school, outside in the playground and off of the school premises. Bullying that occurs outside of school hours between pupils from Trinity CE Primary School should also be reported to class teachers, the Assistant Headteacher or the Headteacher.

All staff should also be aware to the possibility of a member of staff bullying a child or a colleague. Should anyone suspect that this is taking place this should be reported immediately to the Headteacher. If the Headteacher is suspected of bullying, the matter should be reported to the Chair of Governors.

PROCEDURES- REPORTING / RECORDING

Children

Children are encouraged to 'Start Telling Other People' if they feel that they are being bullied. We encourage children to tell a member of staff, however, they may also tell a friend or a member of their family.

If children believe that they have witnessed bullying, or have been informed by a friend that they are being bullied, they are encouraged to inform a member of staff immediately.

Staff

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. This member of staff must report the incident to the class teacher of the victim and the perpetrator.

If a lunchtime supervisor has witnessed or suspects that bullying has occurred during lunchtime, it is their responsibility to report it to the child's class teacher.

A clear account of the incident should be given to the Assistant Headteacher. If bullying is confirmed it will be logged on a Bullying Incident Report Form.

Parents

Parents are encouraged to share any concerns with their child's class teacher, the Assistant Headteacher or the Headteacher.

PROCEDURES- OUTCOMES

Victims

The bullying behaviour towards the victim must be investigated immediately and stopped.

Staff will periodically check with the victim of bullying that the bullying has stopped and that the child feels happy and safe at school.

Perpetrator

The perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence.

The perpetrator will face the appropriate sanctions in accordance with the Rewards and Sanctions section in the Behaviour policy.

After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

If a child is found to continually show bullying behaviour towards other children then a behaviour support plan may be used to support the child and monitor his or her behaviour.

In addition to this a report card that records the child's behaviour and attitude in school may be used.

In some cases the child's behaviour towards other children may be included as a target in their IEP.

Parents

Parents/ carers of both the victim and perpetrator will be kept informed throughout the process.

PREVENTION

Trinity CE Primary School provides children a range of activities at breaktimes and lunchtimes to deter bullying in the playground. These activities include an indoor lunchclub, outdoor play equipment, the trim trail and organised sporting activities led by a member of staff and at least once a week, an activity led by children.

Some children from across the school are part of the Pupil Leadership Team. This team is divided into subdivisions. Two of the subdivisions are the Sports Crew and Behaviour Monitors. At least once a week, the Sports Crew are responsible for arranging extra activities for children during lunch and playtimes. The Behaviours Monitors are responsible for providing support for other children in the playground, such as helping other children find a friend.

Within the curriculum the school raises awareness of the nature of bullying through following the SEAL PSHE curriculum, assemblies and subject areas, as appropriate, in an attempt to teach children to understand bullying and know how to deal with it.

The school takes part in Anti- Bullying month in November each year.

Information leaflets for parents concerned about bullying are available at the school reception area.

The Assistant Headteacher is responsible for using questionnaires at least once each academic year to monitor children's awareness and attitude towards bullying and take action based on the results. The data collected from this questionnaire will be made available to parents, children and staff on the school website.

The Assistant Headteacher will also meet with the Behaviour Monitors at least once each academic year to consult their ideas about how bullying can be further addressed within school.

Person responsible for policy: Thomas Burrows

Date of next review: December 2018