



HOLY TRINITY
Church of England Academy
Brockley Avenue, South Shields, Tyne and Wear NE34 0TS

Anti Bullying Policy

Here in Holy Trinity CE Academy we value all members of our school community as learners, nurturing and empowering them to become the best they can possibly be.

‘Growing and Learning Together in Love’

As in the example of our Lord Jesus Christ

‘Love one another as I have loved you’

John 13:34

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1. Introduction

- This document is a statement of the aims and strategies for dealing with Bullying in Holy Trinity CE Academy.
- This policy is based on DfE guidance [“Preventing and Tackling Bullying”](#) July 2017 and supporting documents.

We at Holy Trinity CE Academy, aim to create a safe environment where all members of the school community can feel secure, valued and respected.

We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is ‘reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm’. Where this is the case, the school staff should report their concerns to their local authority children’s social care.

This policy is closely linked with our Behaviour Policy, our Safeguarding Policy, our school Rules and the school’s Vision, Aims and Values.

2. Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

3. Definition

Bullying is a conscious and wilful act of aggression and/or manipulation by one or more people against another person or people. This act may be repetitive, or else the fear of the victim may be that a single act may be repeated. Bullying is an abuse of power by those who carry it out. It may last for a short period or go on for years. It is at times premeditated and often opportunistic: sometimes it is directed mainly towards one victim, and may occur serially or randomly. A bullying incident may be any incident which is perceived by the target as bullying and needs to be treated accordingly.

THREE MAIN TYPES OF BULLYING

1. Physical- e.g. hitting, kicking
2. Verbal- e.g. name-calling racist/gender/homosexual comments
3. Indirect- e.g. rumours, excluding from playing, parties, taking equipment, texting, videoing
4. Cyber - online bullying

It is the aim of Holy Trinity CE Academy

- To promote a secure and happy environment, free from threat, harassment and any type of bullying.
- To take positive action to prevent bullying from occurring through a clear school policy on personal and social development.
- To show commitment to overcoming bullying by practicing zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership with them, which helps to maintain a bully-free environment.
- To ensure that everyone at Holy Trinity CE Academy, is aware of their role in fostering the knowledge and attitudes which will be required to achieve these aims.
- To ensure that pupils are able to transfer their learning to the wider community.

4. Staff Guidance on Dealing With Bullying Issues

We at Holy Trinity CE Academy, take bullying seriously and provide guidance for all staff. Identifying pupils who are being targeted is often difficult. We use the following indicators as guidelines:

- ❖ The pupil's work may be suffering
- ❖ They appear to have no visible friends
- ❖ They appear unhappy
- ❖ They have frequent absences
- ❖ They have a tendency to display aggressive behaviour
- ❖ We encourage staff to observe general behaviour in and around school

5. Dealing with a Child who has been Bullied

We treat a child who is being bullied and incidents seriously whether reported by staff/parents/peers. We acknowledge that anyone can be a target for bullying and it is not his or her fault!

We at Holy Trinity CE Academy will:

- ❖ Record incidents and monitor regularly
- ❖ Let the child know what is being done. Set a time and date for a meeting
- ❖ Inform parents of procedures in place and actions taken.
- ❖ Reassure students they have done the right thing by telling someone.
- ❖ Find out details and not make them feel responsible for being bullied
- ❖ Empower the child by praising their courage for telling.
- ❖ Identify areas of the environment where bullying occurs: corridors, classrooms where the teacher is absent, playgrounds. Deal with these areas as a management issue they may require creativity and vision.
- ❖ Decide which strategy is appropriate. E.g. anger management, circle time. (Resource and Reference materials) and put it into practice.
- ❖ If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

6. Dealing with a Pupil who is a Bully

We are aware a child may bully for a variety of reasons: because of the family/life events/power of an antisocial peer group/social climate of the school/surrounding community/personality characteristics and or a combination of these and other factors. Some bullies may have low self-esteem that often manifests it self in violence. Some bullies are extremely manipulative of people and or situations.

7. Staff at Holy Trinity CE Academy

- ❖ Diffuse the situation and remain calm and non-judgemental.
- ❖ Separate the bullying actions from the person who is bullying
- ❖ Explain clearly to child what is going to happen to ensure they understand rules responsibilities and consequences that the school follows.
- ❖ Involve and inform parents of events and consequences that may follow.

8. Expectations

Our aim at Holy Trinity CE Academy is to put in place preventative measures through the following expectations:

EXPECTATIONS OF STAFF AND GOVERNORS:

- ❖ To embrace a whole school approach that celebrates individuals and provides support for all pupils.
- ❖ The school will have an effective anti-bullying policy in place that is an integral part of school life.
- ❖ A supportive governing body that encourages the involvement of parents in the school.
- ❖ A clear system of rules, rights, responsibilities and consequences
- ❖ To provide an environment that is stimulating and enjoyable.

- ❖ To recognise that the responsibility for dealing with bullying incidents rests with the school and governing body.
- ❖ To know that the school has no responsibility to deal with bullying incidences occurring outside the school premises, however they will endeavour to support the child and parents.
- ❖ To respond to parental queries and concerns positively and without delay

EXPECTATIONS OF PARENTS

- ❖ To be involved in their child's school life and attend parents evenings etc.
- ❖ To be supportive of the schools expectations of behaviour
- ❖ To respond to school concerns positively and without delay
- ❖ Parents will make appointments where and when possible
- ❖ To know that the school has no responsibility to deal with bullying incidences that occur outside school premises, however they will endeavour to support the pupil and parents.

EXPECTATIONS OF PUPILS

- ❖ To be involved in a proactive school council
- ❖ To support the school rules, rights, responsibilities and consequences
- ❖ To take responsibility for their behaviour.
- ❖ To respond to school concerns positively and without delay

9. Training for Staff

This takes the form of the following:

- ❖ Regular staff training to address policy issues, through assemblies PHSE and curriculum
- ❖ Training using inset/LA/outside agencies
- ❖ Regular review meetings to assess and review procedures/ incidents

Staff may also access training from:

- ❖ South Tyneside Healthy Schools, Education for Health Coordinator
- ❖ Support and advice from EWO, Community Police

Here at Holy Trinity we use a resource called KidSafe and this is taught across the curriculum as part of PSHE. We work closely with the Local Authority 'Participation Team' and have two Year 6 pupils on the 'Super Safety Squad' who work with our School Council to promote anti-bullying within school. Each year the school takes part in Anti-Bullying Week, promotes participation in things like the FAB Awards.

10. Monitoring and Evaluation

Monitoring of the policy is annually by the Head Teacher and the Chair of Governors. The Chair of Governors will be kept informed of repeated incidents of bullying.

- ❖ Records will be kept for up to three years and then extended if the need required.
- ❖ Annual review and up dates of policy by governors
- ❖ The policy will be shared and reviewed with staff/pupils/parents.
- ❖ We will involve school council/governors where appropriate in reviewing the policy

11. Further Ideas

- ❖ Counselling – using peers, school council, a professional counsellor.

- ❖ Learn new behaviour through PHSE working with other children 1 to 1
- ❖ Become part of a 'Getting Along Group'
- ❖ Learning Mentors
- ❖ Anger Management
- ❖ Circle Time
- ❖ Assertive Training