



The Federation of Holy Trinity Church of England Schools

Anti-Bullying Policy

'Loved by God and one another, Holy Trinity is a welcoming community of faith, where we learn and flourish together.'

Each day opens up horizons of hope, aspiration and joy!



Discussed with Pupil Governors	December 2023	Pupil Governor meetings
Agreed by staff	December 2023	Email
Ratified By Academy Council	December 2023	Email
Shared with Parents	December 2023	Website
Policy Revisit	June 2024	PDM
Policy Review	June 2024	PDM

Anti -Bullying Policy

At The Federation of Holy Trinity Church of England School, bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is not having a single argument or fight with someone. It isn't saying something bad to someone once when you are angry. Bullying goes on deliberately over a period of time.

Rationale

The Federation of Holy Trinity Church of England Schools is committed to creating a welcoming community of faith where we learn and flourish together. This policy outlines the underlying philosophy, purpose, nature, organisation and management of all forms of bullying at Holy Trinity. It is a working document designed to enhance the development of positive relationships between pupils, adults working in schools, parents and other members of the wider school community.

Our Anti-Bullying Policy encourages every pupil to contribute to help our community and aims to support each individual as they grow and learn. As a community of faith, this policy is set within the wider school context and supports family commitment and love, respect and affection, knowledge and openness.

At Holy Trinity, everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same. Across our Federation, high expectations for behaviour and conduct are understood and applied consistently. Our Anti-Bullying Policy is inclusive and designed to support the way in which all members of the school can learn and flourish together. Each day opens us new opportunities, a fresh start bringing horizons of hope, aspiration and joy!

Aims of our Anti-Bullying Policy

The aims of the Federation of Holy Trinity Church of England Schools Anti-Bullying Policy were written by Pupil Governors.

Our aims

- ✓ We want our school to be full of joy and lots of smiles.
- ✓ We want our school to build children's minds and learning.
- ✓ We want our school to be a school where bullying is talked about and sorted out.
- ✓ We want our school to let everyone know that bullying is not acceptable and adults at Holy Trinity deal with it straight way.
- ✓ We want our school to be a school where our voices are heard and listened to.
- ✓ We want our school to be a safe place where we can be different, where everyone is equal and is treated fairly.
- ✓ We want our school to be a safe, calm space where everyone is respected.

What is Bullying?

At The Federation of Holy Trinity Church of England Schools, bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Prejudice-based and discriminatory** - taunts, gestures, graffiti or physical abuse focused on a particular characteristic including: Racial, Faith-based, Gendered (sexist), Homophobic/biphobic, Transphobic & Disability-based.

- **Sexual** - explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching.
- **Direct or indirect verbal** - name-calling, sarcasm, spreading rumours, teasing.
- **Cyber bullying** -. Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites.

Equalities

We are bound by the legal requirements of the following legislation:

The Equality Act 2010

The Equality Act 2010 consolidates existing law into a single legal framework. It updates, simplifies and strengthens the previous legislation and provides a modern, accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The Equality Duty

As part of the Equality Act 2010, a new general public sector equality duty came into force in April 2011.

This duty states that public bodies (which includes schools), must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The equality duty replaces the race, disability and gender equality duties and covers age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

Harassment and Bullying

Addressing Prejudice and Prejudice-related Bullying

The school is opposed to all forms of prejudice which stand in the way of fulfilling legal duties for all aspects of equality:

- prejudices around disability and special educational needs
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-semitism and Islamophobia, and those that are directed against Travellers, refugees and people seeking asylum
- prejudices reflecting sexism and homophobia.

We take seriously our obligation to report regularly to the Local Authority about the numbers, types and seriousness of prejudice-related incidents at our school and how they were dealt with in line with existing and future legal requirements.

Roles and Responsibilities

The Local Academy Council is responsible for ensuring that the school complies with current legislation, and that this policy and its related procedures and strategies are implemented. A dedicated member of the governing body has responsibility for Equalities. The Executive Headteacher is responsible for implementing the policy; for ensuring that all staff, governors and visitors are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

Bullying may be related to:

- Race
- Religion
- Culture
- SEN or disability

- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying

Bullies and Victims

Bullying takes place where there is an imbalance of power of bully over victim.

This can be achieved by:

- The size of the individual
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts

Bullies may have complex reasons for their behaviour and may need help. At The Federation of Holy Trinity Church of England Schools, whilst we empathise with both victim and bully, the behaviours that have been exhibited are unacceptable and need to be addressed. Both victim and bully may need support and advice to manage their behaviours.

What to look for

Pupils who are being bullied may show changes in their behaviour, such as becoming withdrawn, avoiding situations, groups or clubs, feigning illness, reluctance to leave home, parents or places where they feel secure.

What to do

If you are the victim:

1. Share your feelings with someone else: a friend, your parents or another member of your family. There are also people outside who would be willing to help. Childline can be accessed on 0800 1111 or the Kidscape website can be visited: www.kidscape.org.uk.
2. Talk to an adult in school, either by yourself or with someone you trust. Be reassured all adults in school will listen to you and will make sure you are safe.
3. Discuss your concerns in PSHE lessons.

If you (a pupil) witness bullying behaviour:

1. Support the victim by offering your friendship and make it clear what is happening is wrong
2. Encourage them to speak out and tell an adult in school
3. Go with them to speak to an adult in school or suggest that you will speak on their behalf

If you (a member of staff) witness bullying behaviour:

1. Reassure and support the pupils involved
2. Inform the class teacher and a member of the SLT
3. Record the incident on CPOMS under the 'bullying concern' category

If you (a parent) have concerns or your child has disclosed they are being bullied

1. Stay calm and reassure your child that this will be dealt with in a way that they feel comfortable and safe.
2. Report your concern or specific incidents to the class teacher or directly to the Executive headteacher

What NOT to do

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
2. Encourage your child to show bullying behaviour back.

Both of these will only make the problem much harder to solve.

What will happen when an incident of bullying is reported to the school?

1. All known/reported incidences of bullying will be investigated by the class teacher alongside a member of the leadership team.
2. The victim and bully will be spoken to by a member of the leadership team, another member of staff may also be present.
3. All other parties will have the opportunity to discuss their version of events.
4. An appropriate member of staff will support both the victim and the bully to deal fully with the incident and their behaviours.
5. Parents of the victim will be questioned about the incident or about their general concerns.
6. Parents of the bully will be informed along with any consequences.
7. A post plan of action will be agreed and shared with all parties which will include restorative work with the victim and the bully. If possible, the pupils will be reconciled.
8. After the incident(s) have been investigated and dealt with, each case will be recorded on CPOMS and monitored to ensure repeated bullying does not take place.

The following sanctions may be applied:

- In minor instances/ very early stages of potential bullying, a **restorative intervention** may take place, during which the bully (or bullies) may be directed to reflect and apologise. Close monitoring will follow this to ensure that the problem has been resolved. At this stage, the child or children at fault will be asked to fill out a reflections sheet, to be filed by the class teacher.
- **Consequences depending on the seriousness of the allegation(s)/ incident(s)** e.g. playtime exclusion, fixed term isolation, withdrawal from school events
- **A Headteacher's Appointment** where the bully will be issued a formal warning with their parents present
- **Exclusion** the bully may be excluded from school; this could be a lunchtime exclusion or a fixed term exclusion.

Prevention

"An ounce of prevention is worth a pound of cure" ~ Benjamin Franklin

At The Federation of Holy Trinity Church of England Schools, we incorporate a rigorous, interdependent system for preventing bullying:

- ✓ Discussion: staff will regularly discuss bullying. Showing the children that we are serious about dealing with bullying leads to open conversations and increased confidence in children wanting to discuss bullying.
- ✓ Staff vigilance regarding groups of friends together. Groups bring about the imbalance of power and must be broken up from around the central bully. Staff must reinforce the clear ethos whereby no one individual or group is found to be intimidating other children in any way
- ✓ PSHE and Citizenship lessons centred around social scenarios and core Christian values.
- ✓ SMSC Curriculum and Programme of Events
- ✓ Collective Worship Themes
- ✓ Digital Leaders
- ✓ Anti-bullying Week focus
- ✓ eSafety lessons

- ✓ Pupils are also consulted through in-school pupil questionnaires; these questionnaires are promptly responded to by staff.

Children are heavily involved in the prevention of bullying. This may include:

- ✓ writing a set of class expectations, agreed in the Autumn term
- ✓ writing a personal pledge or promise against bullying
- ✓ writing stories or poems or drawing pictures about bullying
- ✓ reading stories about bullying or having them read to a class or assembly
- ✓ making up role-plays about what to do through scenarios of bullying
- ✓ having discussions about bullying and why it matters that bullies are dealt with quickly.

Equal Opportunities

Equal opportunities should permeate all aspects of school life, and is the responsibility of every member of the school community. At The Federation of Holy Trinity Church of England School, we believe that equal opportunity is the right of everyone to equal chances, and each individual is respected for who they are.

We aim to ensure that our planning, teaching and learning reflects our specific commitment to equality.

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We aim to ensure that our planning, teaching and learning reflects our specific commitment to equality of opportunity in all subject areas and cross curricular themes in line with the National Curriculum and that planning takes account of the differing needs of pupils and their progression.

Inclusion

At the Federation of Holy Trinity Church of England School, we believe that Inclusion is about the quality of the learner's experience, how they are helped to learn, achieve and participate fully in the life of the school.

All learners are given opportunities to be successful, to feel included in every subject and are given opportunities to access the curriculum and reach their full potential.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape website: www.kidscape.org.uk

This policy operates in conjunction with the following school policies:

Behaviour Policy

Safeguarding & Child Protection Policy