



Holy Trinity C of E Primary School

'A Village School in a Town Setting'

Anti Bullying Policy

Issued November 2017

Next Review November 2019

Committee Full Governors



GENERIC PRINCIPLES

Equalities

We are committed to delivering the content of this policy to meet the needs of all staff, pupils and other stakeholders where relevant, irrespective of race, gender and disability.

Safeguarding

Our school recognises and promotes the responsibilities of all adults in protecting pupils. Specific responsibilities involved in ensuring child protection and wider safeguarding procedures are in place and must be adhered to: please refer to Child Protection Policy, Safeguarding Policy and 'Working Together to Safeguard Children' (2015.)

Cross-Referencing

This policy should be read in conjunction with these other related policies:

- Child Protection Policies and Procedures
- Behaviour
- PSED
- E-Safety

Vision

This vision for our school:

- provides everyone with a clear sense of direction
- secures effective teaching and successful learning
- sustains improvement over time



ENJOY

We want all children to have a love of learning which we establish through providing a positive and stimulating environment.

ACHIEVE

We want all children to achieve to their fullest potential both socially and academically.

BELONG

We are a professional learning community committed to lifelong learning where all children are equipped to take their place in society through learning about values and respect.

This policy has due regard to:

- Equalities (See 'The Equality Act 2010 and schools' 2014)
- Safeguarding (See 'Keeping Children Safe in Education' 2015)
- Data Protection (See 'Data Protection Act' 1998)

Aims and Objectives

- Create a safe environment, where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination; at all times, pupils know that it is safe to tell an adult and that issues will be dealt in order to improve the situation for the victim
- Pupils are fully aware of different forms of bullying, including: cyber- bullying, prejudice-based bullying and actively try to prevent it from occurring
- Bullying in all its forms are dealt with highly effectively
- Skilled and highly consistent behavior management by all staff makes a strong contribution to an exceptionally positive climate for learning
- Involve pupils so that they understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves bystanders
- All groups of pupils feel safe at all times. They understand very clearly what constitutes unsafe situations and are highly aware of how to keep themselves and others safe, including in relation to e-safety

The Legal Framework

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force 5th April 2011. The duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimization, and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not share it
- Foster good relations between people who share a protected characteristic and those who do not share it

We are therefore required to comply with the new Equality Duty in our school. The Act also makes it unlawful for the responsible body of the school to discriminate against, harass or victimize a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service or by excluding a pupil or subjecting them to any other detriment.

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind, that some types of harassment or threatening behavior- or communications- could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1998, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed against themselves they should notify the Chair of Governors.

Ofsted

The new Ofsted framework makes clear the importance of effective approaches to behavior and bullying in our school. This means that due consideration should be given to:

- Types, rates and patterns of bullying
- The effectiveness of the school's actions to prevent and tackle all forms of bullying and harassment-this includes cyber-bullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race (including sub-cultures), religion and belief, gender reassignment or disability
- The effectiveness of the school's actions to prevent and tackle discriminatory and derogatory language-this includes homophobic and racist language, and language that is derogatory about disabled people.

As a 'good' school, all stakeholders at Holy Trinity C of E Primary School are committed to ensuring that pupils are fully aware of different forms of bullying and actively try to prevent it from occurring.

Definitions

What is bullying?

Bullying is behavior by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Stopping violence and ensuring immediate physical safety is obviously our school's first priority but emotional bullying can be as damaging; teachers and senior management therefore have to make their own judgments about each specific case.

Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

Hate Incidents

A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

The type of conduct which will be considered as a hate incident is wide ranging and includes the following:

verbal abuse;
harassment;
bullying or intimidation;
physical attacks;
threats of violence;
hoax calls, abusive phone or text messages, hate mail;
online abuse;

displaying or circulating discriminatory literature or posters;
graffiti;
arson;
damaging property
malicious complaints.

Dealing with bullying

At Holy Trinity C of E Primary School, we have policies in place to deal with bullying and poor behaviour, which are clear to parents, pupils and staff so that, when incidents do occur, they are dealt with quickly. We have worked hard to create an environment that prevents bullying from being a serious problem in the first place. School staff, head teachers and governors are best placed to decide how to respond to the particular issues that affect their pupils.

‘Pupils state that bullying is not an issue at this school and that any incidences that do occur are dealt with firmly; they were eager to point out that adults are always on hand if they have any concerns whatsoever.’ Ofsted 2012

Prevention

Our school’s response to bullying does not start at the point a child has been bullied. We work with children to develop strategies to prevent bullying from occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects and collective worship. Staff themselves will be able to determine what will work best for their pupils, depending on the particular issues they need to address.

We have created an ethos of good behaviour where pupils treat one another and the school with respect because they know this is the right way to behave. Values of respect for staff and individuals, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment, and are reinforced by staff and older pupils who set a good example to the rest.

Record of Incident

The teacher will meet with the pupils involved in particular incidences to complete a formal written record of the behaviour involved so that the appropriate action can take place and precise events can be determined. (Appendix 1, also Appendix 5 of PSED policy)

The Bullying Incident Report form will be kept in a confidential file by the head teachers.

Parental Involvement

It is crucial that all parents/carers are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe their child is being bullied. Parents should feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home.

To this end, parents who are concerned their child is being bullied or who suspect that their child may be the perpetrator of bullying should contact their child’s class teacher immediately. In the case of parents reporting to the class teacher they feel their child is being bullied or indeed carrying out the bullying the matter will be taken seriously. The anti-bullying policy will be discussed with the parents and a discussion will ensue to ascertain whether or not it is a case of bullying.

In case of pupils being involved in the bullying of others, the parents will be informed by the class teacher, senior member of staff or Head Teachers and kept informed of the outcomes of the incident report.

Governor Involvement

The governing body supports the headteacher in all attempts to eliminate bullying from our school. If an incident of bullying is reported directly to the governor, it is their responsibility to notify the headteacher as soon as possible of the concern and encourage the parent to talk to the class teacher or headteacher. This ensures consistency in the school's approach to bullying.

The governor responsible for monitoring the anti-bullying policy will monitor the incidents of bullying that do occur and review the effectiveness of the policy.

A bullying report contained within the headteacher's report will be presented to the full board of governors on a termly basis.

Incidence of Repeated Bullying

In certain cases where bullying has been regular and a deliberate act against a child/children, where the incident report approach has not been effective in stopping the bullying from taking place and where there is sufficient evidence, the headteacher will implement more severe measures, for example, temporary exclusion. This will follow and support our school's zero tolerance approach towards bullying.

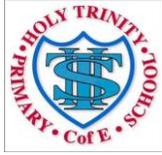
Working with the local community

The school will work with the wider community such as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed. Our school will also work with other agencies and the wider community to tackle bullying that is happening outside school.

Monitoring and Review

The school will regularly evaluate and update their approach to take account of developments in technology, for instance updating 'acceptable use' policies for computers.

Appendix 1: Reporting Sheet (Green)



PSED Incident Form



To be completed as soon as possible by a member of staff/adult observing or reporting incident and handed to the Headteacher.

Date:	Time:	Location:
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Name of person reporting incident: _____

Tick as appropriate

Parent	Teacher/Head teacher	Lunchtime supervisor	Teaching Assistant	Other adult (please specify)
<input type="checkbox"/>				

A. Type of Bullying behaviour

	Specific type	
Physical	Pushing	<input type="checkbox"/>
	Kicking	<input type="checkbox"/>
	Hitting	<input type="checkbox"/>
	Unwanted touching	<input type="checkbox"/>
	Any other violence	<input type="checkbox"/>
Verbal	Name calling	<input type="checkbox"/>
	Teasing	<input type="checkbox"/>
	Threatening	<input type="checkbox"/>
	Asking for money or property	<input type="checkbox"/>
	Insult about religion	<input type="checkbox"/>
	Insult about ethnicity or race	<input type="checkbox"/>
	Insult about sub-cultures (eg Roma, Gypsy, Travellers etc)	<input type="checkbox"/>
	Insult about skin colour	<input type="checkbox"/>
Emotional	Homophobic comments	<input type="checkbox"/>
	Being unfriendly	<input type="checkbox"/>
	Spreading rumours	<input type="checkbox"/>
	Excluding	<input type="checkbox"/>
	Intimidating	<input type="checkbox"/>
Cyber	Tormenting (e.g. hiding books, threatening gestures)	<input type="checkbox"/>
	Threats or unwanted comments made by email or using social networks	<input type="checkbox"/>
	Mobile threats or unwanted comments by texts messaging or calls	<input type="checkbox"/>
	Misuse of technology (i.e. camera and video facilities)	<input type="checkbox"/>
	Sexting (including sending inappropriate images) and pressure to send	<input type="checkbox"/>

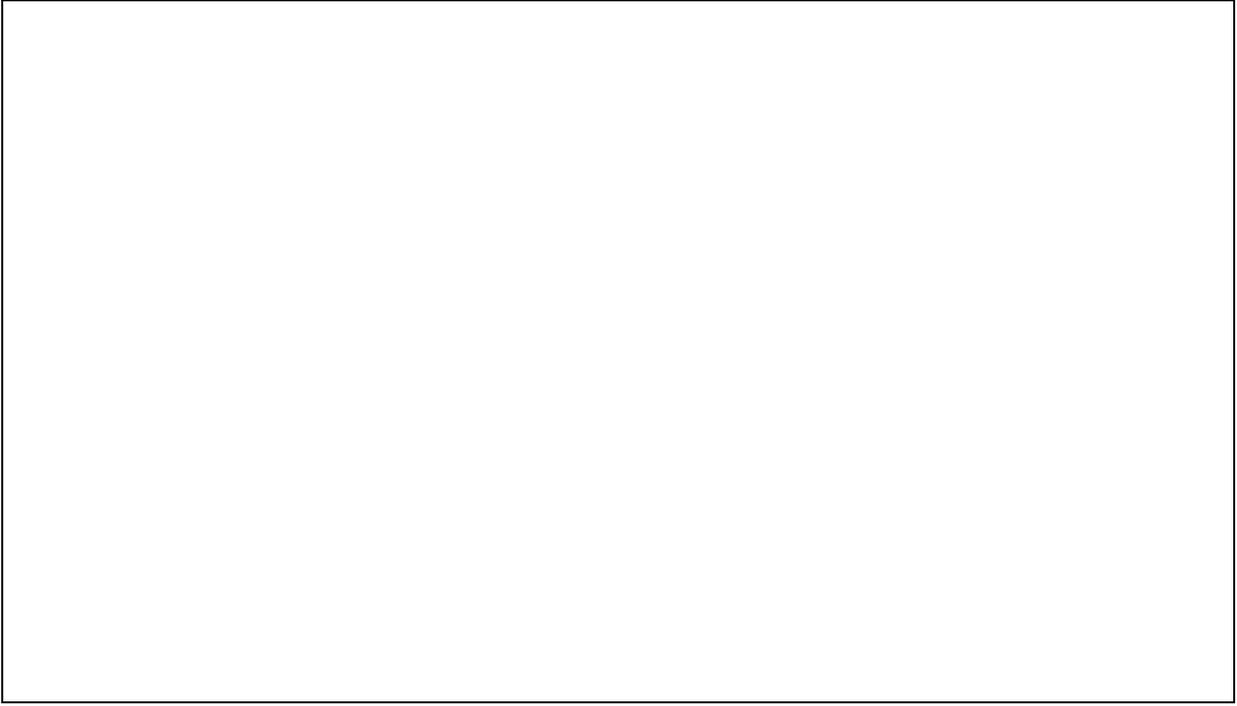
B. Details of Pupils involved

Details of pupils involved						
Name	Age	Gender	Ethnic origin	SEN	Role (Ringleader/witness/assistant/victim)	*Level of involvement
*Levels of involvement: 1= Very Involved 2= Involved 3= Slightly Involved 4= Only indirectly involved						
Frequency and duration of bullying behaviour <ul style="list-style-type: none"> ● Once or twice ● Several times each week ● Persisting throughout two months ● Persisting for more than a term ● Persisting for more than a year 						

Were others involved? Yes/No If yes how many? _____
 Were there any injuries? Yes/No

Details: _____

C. Incident



D. Action Taken

Victim

Perpetrator

Parent/Carer

Further Response in school

Actions involving other agencies, e.g. LA, Police, Social services

E.
Comments

Check list (tick as appropriate)	
<ul style="list-style-type: none">• Checked for incidences involving the same person• Notified parents/carers• Individual discussions with children involved• Discussion with group of children involved	<ul style="list-style-type: none">• Follow up date set• Action agreed with victim• Action agreed with perpetrator• Notes and other comments attached
Other actions (tick as appropriate)	

<ul style="list-style-type: none"> • Medical treatment required • Police involved 	<ul style="list-style-type: none"> • Referred to other agencies • Staff informed
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Signed (person reporting the incident)	Date:
Signed Headteacher:	Date:

How can I help stop bullying?

DON'T: Take part in the bullying.

DON'T: Try to take the bullies on. You could get hurt or get into trouble.

DON'T: Ignore the bullying.

DO: Listen if somebody tells you they are being bullied. Be there for them, and be supportive.

DO: Encourage them to tell an adult what has been happening. Offer to go with them to talk to a teacher or another adult. If they don't want to talk to an adult about what has been happening, offer to do it on their behalf.