

Holy Trinity Church of England Primary School
&
Community Nursery



Anti-Bullying Policy

Our Learning Our Journey Our Future

*This policy supports our school values of
Harmony, Respect, Faith and Life-Long Learning*

Reviewed and Agreed: April 2026

Next Review Date: April 2027

Through our journey of life, we strive to follow the values of Faith, Respect, Harmony and Life-Long Learning: made possible through God's love. "God is Love" (1 John 4:16)

RATIONALE

Holy Trinity Church of England Primary School and Community Nursery School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

At our school, we are committed to a system of positive behaviour management. It is important that every member of the staff team is clear about their roles and responsibilities for consistently applying the agreed policy for managing behaviour. Everyone, staff and pupils alike, must be clear about our expectations of good behaviour and the strategies in place to secure this.

PRINCIPLES

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- The school will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

DEFINITION OF BULLYING

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may unintentional. It may be perpetrated by individuals or by groups of pupils.

FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it. Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil. Excluding another pupil from a group activity.

- Ridiculing another pupil's appearance, way of speaking or personal mannerisms. Misusing technology (internet or mobiles) to hurt or humiliate another person.

LINKS WITH OTHER SCHOOL POLICIES

(Safeguarding and Child Protection Policy, Behaviour & Relationships Policy, E-Safety Policy, Social Media Policy, Radicalisation Policy)

PARTICIPATION & CONSULTATION PROCESS

- Awareness raising programmes (Curriculum & parent information evenings) Survey/questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of elected student representatives e.g. School's Council or Ambassadors.
- Seeking the views of parents at information evenings.
- Monitoring evaluation and review.

RESPONSIBILITIES OF ALL STAKEHOLDERS.

The Responsibilities of Staff:

Our staff will

- Foster in our pupils' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the pupil who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to pupils who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to a member of the SLT.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils:

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their pupils and the school by:

- Watching for signs of distress or unusual behaviour in their pupils, which might be evidence of bullying.
- Advising their pupils to report any bullying to their teacher or a member of SLT and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their pupils not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their pupils, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their pupils are not involved;
- Co-operating with the school, if their pupils are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the pupils who are bullied and for the bullies themselves.

The Responsibilities of All

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

- Steps taken to support and respond to the needs of both bullied and bullying pupils.
- Records kept
- Action which may be taken
- Contacting parents/carers of all pupils concerned in the bullying incident.
- Investigation.
- Feedback to those concerned.
- Sanctions.
- Contacting relevant professionals
- Pastoral support