



Trinity St. Peter's

Church of England Primary School

where children shine



Anti-Bullying Policy

This policy should be read in conjunction with the Safeguarding, Behaviour Policy and Emotional Health and Wellbeing Policy.

At Trinity St. Peter's bullying will not be tolerated. All will treat others with kindness and respect and all will care for each other. All will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene if there are any signs or reports of bullying.

At Trinity St. Peter's we take pride in the teachings of our unique school values that underpin all learning. We promote the British fundamental values where British law, democracy and a mutual respect and tolerance for those of other faiths, cultures and beliefs is embedded through all areas of the curriculum.

We aim to tackle bullying by trying to prevent it from occurring in the first place, and by tackling it consistently, fairly and effectively whenever it does. Bullying is always unacceptable and is always taken very seriously. We are committed to creating a safe environment where children can learn and play, can talk about their worries, confident that an adult will listen and will offer help. When bullying is identified we will work in accordance with the policy set out in this document. We will ensure the safety of the victim and do our best to support improved behaviour from the bully(ies).

All parents are expected to support and abide by the policy this includes respecting the process and the outcome of any school investigation(s).

A Definition of Bullying

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally

DCSF document 'Safe to Learn: Embedding Anti-Bullying Work in Schools

We do not allow unkind or cruel behaviour but not all unkind behaviour is bullying.

The key characteristics that turn unkindness into bullying are:-

- that it is repeated and goes on over time
- that it is deliberate and not accidental
- that it involves the person doing the bullying having some sort of power over the person experiencing the bullying which is unfair.

REACTION TO BULLYING

We have two aims when reacting to incidents of bullying:-

1. To make the victim feel safe.
2. To encourage better behaviour from the bully/ies.

In order to achieve this we will use a range of strategies appropriate to the nature, severity of the bullying.

OBJECTIVES

- To ensure that all pupils feel safe and free from bullying.
- To build an ethos where pupils, parents and staff feel safe, free from threat and intimidation.
- To promote good relationships where all are treated well and where pupils, parents and staff care for each other.
- For all pupils to know they will be listened to and who they can speak to.
- To act promptly and effectively at the first sign of bullying.
- To expect pupils, staff and parents to report any suspected bullying.
- To protect and reassure any victims of bullying.
- To have effective sanctions and strategies to deter bullying
- To have successful strategies to reform bullies.
- To make this a happy school that is free from bullying.
- For parents and school to work together for the benefit of all pupils with parents respecting the professional judgement and integrity of the member(s) of staff leading the investigation.

STRATEGIES

1. We will use the school's behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.

2. All pupils, parents and staff will understand their roles and responsibilities.

3. All pupils, parents and staff will be expected to be vigilant and to intervene appropriately and effectively if any bullying is observed or reported.

4. We will educate pupils so that they have a clear understanding of what 'bullying' is. As part of the PHSE curriculum and in line with our school values, staff will discuss bullying to ensure that all children are aware that bullying is never acceptable and the victim must always report it to parents, staff or friends. The school's anti bullying poster is displayed in all classrooms and is used as a teaching tool when required by all staff. Safeguarding and Mental Health Team posters are also displayed so that children know who they can talk to.

5. Pupils will be encouraged to report bullying and when they do so they will be listened

to and taken seriously.

6. The Headteacher and/or senior member of staff in their absence should be informed immediately of any bullying allegations.

7. All allegations of bullying from children will be investigated and followed up, when deemed appropriate by a member of teaching staff. Evidence may be gathered through observations, talking with staff, parents, the victim and the bully/bullies. This will be recorded. Parents of the child(ren) who has reported being bullied must be informed as soon as is possible, as must be the parents of the child alleged to be the bully if it is deemed an investigation is necessary.

8. At the request of parents, all allegations of bullying will be investigated. Evidence may be gathered through observations, talking with staff, parents, the victim and the bully/bullies. This will be recorded. Parents who have made the allegation should be kept informed as necessary. Parents whose child is alleged to be a bully will also be informed of the investigation and updated of the outcome.

9. Parent(s) of the 'bully(ies)' will be informed of the outcome of an investigation including the sanction by letter. They will be invited to make an appointment with the Headteacher or senior leader in their absence. The purpose of the meeting is to explain what their child has done and agree the best way forward, if necessary, to work together in modifying their child's behaviour towards the other child.

10. The parents/carers of the victim are kept informed throughout the process.

11. Additional support may be available for parents who have found the outcome of an investigation difficult.

12. The mental health and wellbeing of both parties is paramount and any child/ren who is the victim of bullying or any child accused of bullying should be placed on a pastoral support programme, providing consent is given by parents.

The Pastoral Support Plan may be used for the victim and the bully(ies). The Pastoral Support Plan is coordinated and managed by the SENDCo. However, the class teacher has main responsibility for ensuring its implementation in the day-to-day life of the school. The victim and/or the bully may be referred to the school counsellor if deemed necessary and with the permission of the parents.

Sanctions may include: suspension or exclusion.

The Headteacher reports the number of bullying episodes within the school to the Governing Body, on a termly basis – to which no children are named.

OUTCOMES

This school will have a warm, friendly, welcoming and safe ethos.

Parents are encouraged to appreciate the time that staff have given to investigate,

respect how teachers, as professionals, lead the investigations that are in line with the school's Christian values particularly of forgiveness and reconciliation. Parents are encouraged to support the school in reaching an outcome and sanctions given.

It will be a place where bullying for all is not tolerated and where all will treat others as they themselves would expect to be treated.

Adopted by the Governing Body



Trinity St Peter's CE Primary School

RECORD OF INVESTIGATION – BULLYING

<u>DATE:</u>	<u>TIME:</u>	<u>STAFF:</u>
<u>CHILD'S NAME:</u>		
<u>WHAT HAS THE CHILD REPORTED:</u>		
<u>WHAT ACTION HAS BEEN TAKEN:</u>		
DO YOU SUSPECT THE CHILD IS A VICTIM OF BULLYING?	YES	NO
HAVE YOU INFORMED PARENTS?	YES	NO
<u>NEXT STEPS:</u>		

**Please explain overleaf*