



Trinity CE Primary School

To excel, to value, to enjoy, together

ANTI-BULLYING POLICY

Signed	Date	Review Date
H. Jones	March 2019	Autumn 2020
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Anti-Bullying Policy

ETHOS and AIMS

Trinity CE Primary School has a commitment to providing an environment where pupils are healthy, feel safe and well cared for, where pupils enjoying learning, begin to develop an understanding of the need to prepare for adult life, show enthusiasm and have the confidence to express a point of view. The school is also committed to providing an environment in which success and achievements are celebrated. Our core purpose being *'to excel, to value, to enjoy'* together. Through our strong values system and Christian ethos we aim to nurture and develop positive learning behaviours.

The school does not tolerate bullying, which is seen to be a continued physical or psychological attack on a person by another or others in a position of power.

1. WHAT IS BULLYING

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (STOP - it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation.
- **Verbal** - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- **Physical** - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- **Racial** - racist taunts, graffiti, gestures, making fun of culture and religion.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or

childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

2. SAFEGUARDING

Staff at Trinity CE Primary School do not allow or condone bullying. This policy is implemented in conjunction with our Child Protection policy and the "Use of Force to Control or Restrain Pupils policy".

3. MONITORING AND EVALUATION OF THE POLICY

To ensure this policy is effective, it will be regularly monitored and evaluated. Questionnaires completed by the whole school community, together with surveys, focus groups, children's and parents'/guardians' comments posted in the 'Worry' box and bullying incident forms will be used to gauge the effectiveness of the policy. Following an annual review any amendments that are needed will be made to the policy and everyone informed.

ANTI –BULLYING GUIDANCE AND PROCEDURES

1. SIGNS AND SYMPTOMS

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school;
- changes their usual routine/route to school;
- begins truanting;
- becomes withdrawn, anxious or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to underperform in school work;
- may not eat properly or visit the toilet because of anxiety;
- comes home with clothes torn or books damaged;
- has possessions go "missing";
- asks for money or starts stealing money (to pay the bully);
- has dinner or other monies continually "lost" ;

- has unexplained cuts or bruises;
- comes home starving (money/snack/sandwiches have been stolen);
- becomes aggressive, disruptive or unreasonable;
- starts swearing or using aggressive language for no apparent reason;
- is bullying other children or siblings;
- stop seating;
- is frightened to say what is wrong;
- gives improbably excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

2. WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Whenever you are in school you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

The children were asked the above question and some of their strategies are in the list below:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group as bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust - it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what has been happening and refer to it when you tell someone.
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Do not suffer in silence.
- Do not blame yourself for what is happening.
- Call a helpline.

3. WHAT CAN YOU DO IF YOU SEE SOMEONE ELSE BEING BULLIED? (THE ROLE

OF THE BYSTANDER)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have also discussed this question in class and some of the strategies they suggested are listed below:

- Do not smile or laugh at the situation.
- Do not rush over and take the bully on yourself.
- Do not be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim{s} know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you do not feel you can talk to someone about it, write it down and post it in the 'Worry' box.
- Call a helpline for some advice.

4. PROCEDURES FOR REPORTING AND RESPONDING TO BULLYING INCIDENTS

All staff will respond calmly and consistently to all allegations and incidents of bullying at Trinity CE Primary School. They will be taken seriously by all staff who should report any incidents to the class teacher(s) in the first instance since the class teacher(s) may already have an awareness of the situation and prior knowledge about the child/ren concerned.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- a. Report all bullying allegations and incidents to the Class Teacher.
- b. Staff will make sure the victim(s) is and feels safe.
- c. Appropriate advice will be given to help the victim(s).
- d. The Class Teacher will listen and speak to all children involved about the incident separately.
- e. The problem will be identified and possible solutions suggested.
- f. The Class Teacher will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
- g. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- h. The Class Teacher will reinforce to the bully that their behaviour is unacceptable.
- i. The bully (bullies) may be asked to genuinely apologise. Other consequences may

- take place and appropriate sanctions applied (see next section).
- j. If possible, the pupils will be reconciled.
 - k. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
 - l. In cases of serious bullying, the incidents will be recorded by staff on the 'Bullying Incident Form'. All reports will be kept on file in the school.
 - m. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
 - n. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
 - o. Bullying incidents will be discussed regularly at staff meetings.

5. SANCTIONS WHICH MAY BE USED

The children have also discussed this question in their classes and some of the sanctions they suggested are included in the list below:

- Apologise to the victim(s) verbally or in writing.
- Lose privileges.
- Lose playtimes.
- Stand outside the Head Teacher's office.
- Spend playtimes and lunchtimes with an adult.
- Parents will be invited in to school.
- Go on a self-improvement report.
- Be removed from class and work in isolation.
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum

6. STRATEGIES FOR THE PREVENTION AND REDUCTION OF BULLYING

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy.
- Each class agreeing on their own set of class rules.
- Making national anti-bullying week a high profile event each year.
- Raising awareness through regular anti-bullying assemblies.
- PSHCE (Personal, Social, Health & Citizenship Education) scheme of work from Reception to Year 6 used to support this policy.
- Circle time on bullying issues.
- Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual who is experiencing

difficulties.

- Children writing stories and poems and drawing pictures about bullying.
- Children being read stories about bullying.
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Creation of an anti-bullying school notice board in the school library.
- Prominently displaying anti-bullying posters produced by the children around the school.
- Introduction of a confidential 'Worry' box where children and parents/guardians can write and post their concerns and ideas.
- Using praise and rewards to reinforce good behaviour.

Encouraging the whole school community to model appropriate behaviour towards one another.

