

ANTI-BULLYING POLICY

AIM/PURPOSE

The aim of the anti-bullying policy is to ensure that students are able to learn in a safe, supportive and caring environment without fear of being bullied. Bullying is anti-social behaviour and our expectation is that students and staff will behave in appropriate and socially acceptable ways towards each other.

GENERAL PRINCIPLES

The well-being of every young person is of paramount importance; every learner has the right to a high quality learning experience at school, free from harm, neglect and abuse. All staff have a duty of care and a responsibility for safeguarding and well-being of students. Throughout their time at school, students are made aware of the numerous ways in which alleged bullying can be reported.

Bullying can be defined as a persistent and deliberate attempt to hurt or humiliate someone. One-off incidents, whilst very serious and always dealt with, do not fall within the definition of bullying.

We have a consistent approach of how bullying incidents are dealt with. Parents are involved at the earliest opportunity and students are empowered to develop effective personal strategies.

There are various types of bullying, but most have three things in common:

- ◆ It is deliberately hurtful behaviour.
- ◆ It is repeated over time.
- ◆ There is an imbalance of power which makes it hard for those being bullied to defend themselves.

Bullying can take different forms and can be:

- ◆ Physical – e.g. hitting, kicking, taking belongings
- ◆ Verbal – e.g. name calling, insulting, hurtful remarks
- ◆ Cyber – e.g. insults/damaging comments via text/social media/e-mail
- ◆ Indirect – e.g. spreading malicious rumours or excluding individuals from social groups.

Bullying is always taken seriously because of the potential impact on the emotional and educational development of young people. Many of the outward signs of bullying can be the same as other indicators of abuse such as non-accidental injuries, self harm, low self-esteem, unhappiness, fear, distress or anxiety.

- ◆ If unchecked, others may come to see bullying behaviour as acceptable.
- ◆ Victims can become bullies of younger or more vulnerable students.
- ◆ Bullying can have long term effects on victims which may continue into their adult lives.

ANTI-BULLYING AT TRINITY CHURCH OF ENGLAND HIGH SCHOOL

Trinity welcomes the active involvement of parents in dealing with instances of bullying. Parents will be kept informed of any concerns the school has about their children.

- ◆ All students have a right to an education free from fear, harassment or degradation.
 - ◆ Bullying behaviour is unacceptable in any form.
 - ◆ Bullying behaviour is a problem for both the bully and the victim alike.
 - ◆ Best outcomes follow when school can work with parents to address concerns about bullying behaviour and victimisation.
1. The school takes a proactive stance to raise awareness about bullying. This is done through a range of strategies including staff training, assemblies, PSHE lessons, peer mentoring and high staff presence and visibility during lesson change over, at break, lunch times and after school.
 2. Minor incidents or adolescent disagreements should be addressed by form tutors or subject teachers; however, any suspicions of bullying must always be reported to the appropriate Senior Tutor as soon as possible.
 3. The Senior Tutor will investigate the concern or allegation to clarify the facts by means of a thorough investigation, taking statements from the alleged bully, victim and witnesses.
 4. Careful consideration of all circumstances will be made before sanctions or subsequent action is decided. This will, in the vast majority of cases, involve parents/carers of both alleged bully and victim.
 5. A range of approaches will be used to support the victim and help them build resilience. For example:
 - (a) The adult could offer coaching and problem solving strategies to enable to victim to tackle what has happened. This builds confidence, nurturing lifelong learning in resolving problems. The approach is suitable for lower level problems and where the victim wants to gain some control.
 - (b) The adult may work alongside the victim and bully to resolve the problem actively through mediation.
 - (c) In serious incidents such as safeguarding, violence, threat of weapons or sustained serious bullying, the adult will take over and deal with the issue. In some cases, the matter may be referred to the police.
 6. Students have the responsibility to ensure that victims of bullying are not isolated, to intervene when someone is being bullied and make it clear to the bully that their actions are disapproved. Students should inform a member of staff if they suspect bullying is taking place. Racial, homophobic and sexual incidents are recorded in a central log along with proven bullying incidents.

7. Serious or persistent cases of bullying will be referred to Senior Staff and will lead to fixed term of permanent exclusion.

MONITORING AND EVALUATION

This will be carried out by senior and middle pastoral leaders in liaison with the Head. Changes will be recommended to the Governors' Personnel Committee and ratified by the Full Governing Body.

Revised in the school year 2015-2016