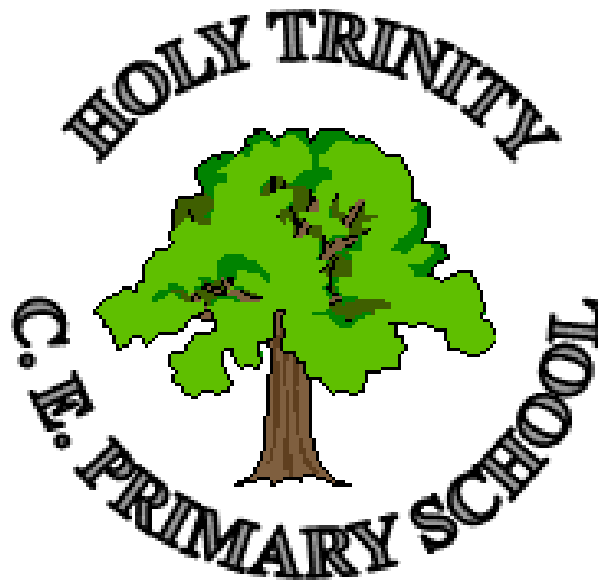


Anti-Bullying Policy

Holy Trinity C.E. Primary School,
Eight Ash Green & Aldham



To Flourish & Grow

PREPARED BY:

S Stevenson (Executive Headteacher)

APPROVED BY:

Local Governance Committee (LGC)

Holy Trinity C.E. Primary School Anti- Bullying Policy

Aim

Holy Trinity C.E. Primary School operates a positive behaviour policy and does not tolerate bullying in any form. All members of the school community are committed to ensuring a safe and caring environment, which promotes personal growth and positive self-esteem for all. We want children to be healthy, happy and have high expectations of both staff and pupils.

This policy sets out how the school prevents, identifies, and responds to bullying. It fulfils the school's legal duties under:

- **Education and Inspections Act 2006**, which requires all state schools to have measures to prevent all forms of bullying as part of their behaviour policy.
- **Equality Act 2010**, which requires schools to prevent discrimination, harassment, and victimisation related to protected characteristics (e.g., disability, race, religion, sex).
- **Education Act 2002 (Section 175)**, which places a duty on schools to safeguard and promote the welfare of children.
- **Preventing and Tackling Bullying (DfE, 2017)** guidance, which outlines expectations for prevention, intervention, and accountability.

This policy applies to behaviour **in school**, **online**, and **outside school** where it impacts pupils' wellbeing or the school environment.

Rationale

We believe that it is important to promote positive behaviour and that good behaviour is the result of a partnership between pupils, adults in school and their parents.

We want our policy to define what bullying is and to state what actions will be taken if it occurs in our school. This will result in consistency in both expectations and sanctions.

This document has been written to inform all interested parties of the school's policy towards bullying and acts as a reference point when making decisions concerning such unacceptable behaviour.

Defining Bullying

DfE "Preventing and Tackling Bullying – Advice for School Leaders, Staff and Governing Bodies" defines bullying as: "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally"

Bullying is **repeated**, **intentional** behaviour that causes physical or emotional harm, involves an **imbalance of power**, and creates feelings of distress, fear, or isolation.

Bullying may include:

- **Physical:** hitting, kicking, taking belongings
- **Verbal:** name-calling, threats, racist or sexist remarks
- **Cyberbullying:** harmful messages, images, or harassment online

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical – pushing, kicking, hitting, punching or any use of violence
- Sexual – unwanted physical contact or sexually abusive comment
- Racist/racial taunts – graffiti, gestures
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Social/relational -exclusion, spreading rumours
- Cyber – all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology – i.e. camera and video facilities
- Prejudice-based bullying -related to disability, race, religion, gender, sexual orientation, or other protected characteristics

Bullying can take place in all relationships:

- between pupils and pupils
- between staff and pupils
- between staff

If a child is being bullied, they may feel frightened, unsafe, embarrassed, angry or unfairly treated. Their work, sleep and ability to concentrate may suffer. Relationships with family and friends may deteriorate. The child may feel confused and not know what to do about the problem. Staff should be vigilant for such changes in behaviour, and pupils must be encouraged to report bullying at school.

In our school we aim to:

- Create a safe, inclusive environment where all pupils feel valued.
- Prevent bullying through education, culture, and proactive supervision.
- Ensure all staff understand their responsibilities.
- Support pupils who experience bullying and address the needs of those who bully.
- Work in partnership with parents and carers.

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- Record, monitor, and evaluate incidents to improve practice.

Prevention Strategies

Curriculum and Teaching

- Teach respect, empathy, and digital citizenship through PSHE and assemblies.
- Promote understanding of diversity and equality in line with the Equality Act 2010.

School Culture

- Clear behaviour expectations consistently applied.
- Visible adult presence in high-risk areas (playgrounds, corridors).
- Peer support systems such as playground buddies

Staff Training

- Annual training on recognising, preventing, and responding to bullying.
- Specific training on SEND-related vulnerabilities and online safety.

Strategies to deal with bullying

As a school community, it is essential that all cases of bullying are reported, and appropriate action taken. It is essential that all pupils feel that they can tell adults if they witness or experience such unacceptable behaviour. All members of staff must listen to their concerns and act appropriately to ensure a safe environment. To ensure that pupils tell us their concerns, we must foster trust between adults and pupils.

Staff must:

- Be role models in words and actions at all times
- Support all pupils in their class and establish a climate of trust and respect for all
- Be observant of distress or suspected incidents of bullying
- Make efforts to remove the opportunities for bullying by active patrolling during break and lunch supervision duty
- Arrive at class on time
- Take steps to help victims and remove sources of distress without placing the victim at further risk
- Actively provide opportunities to develop pupils' social and emotional skills, including their resilience
- Report suspected incidents to the Class Teacher or Head of School
- Record all suspected incidents on CPOMS (Child Protection On-line Management System)

Children must:

- Refuse to be involved in any bullying situation and try to take some form of preventative action if they are present when bullying occurs
- Report all incidents or suspected incidents immediately to a member of staff

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- Be encouraged to speak out if they are the victim of bullying, to reduce the pain for them and other potential victims
- Be encouraged to use all forms of technology and social media appropriately, and to report anything they are concerned about to a trusted adult

Parents must:

- Watch for signs of distress in their children including, but not limited to, unwillingness to attend school, a pattern of headaches, missing or damaged equipment, bruising, requests for extra money and damaged clothes/possessions
- Take an active interest in their children's social life and acquaintances
- Advise their child to tell a member of staff about an incident; if possible, encouraging the child to report and deal with the problem when it occurred
- Inform the school if bullying is suspected
- Encourage their child to avoid retaliation
- Communicate to their child that parental involvement may be appropriate
- Be willing to attend meetings at the school if their child is involved in any bullying incident
- Be willing to inform the school of any cases of suspected bullying (even if their child is not involved)

Measures that will be taken to control bullying

We believe consistent implementation of the 'Positive Behaviour Policy' is essential.

All cases of bullying will be fully investigated and recorded using CPOMS. The report will include details of when and where the incidents took place; the nature of the bullying; who was involved; and action that was taken and by whom.

When an incident of bullying has been identified, the school will intervene with the aim of making the targeted individual feel safe. Action will also be taken to encourage better behaviour from the perpetrator(s), colluders and observers. The school will follow the 'Support Team Approach' and this is a synopsis of the steps that will take place.

1. The targeted person will have the opportunity to discuss how they feel with a trusted member of staff in the school. They will be asked to record their feelings in some form. This may be a picture or a piece of writing. They will be asked for the names of the persons involved in the bullying, the names of any colluders or observers and the names of some friends.
2. The trusted member of staff will become a facilitator and will arrange a meeting with a balanced group of people (usually from the targeted person's list of names) so that helpful and reliable people are included with those who have been causing distress.

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3. The facilitator will explain to the group that they have a problem and are concerned about a person who is having a hard time at the moment, using the picture or the writing to illustrate the person's feelings. No details or blame are allocated.
4. The facilitator will state that no-one is in trouble: they are all there to help solve the problem.
5. The group are asked for their ideas of what they could do to make the person feel better. Each person picks an idea to follow through and these are recorded for monitoring purposes.
6. The facilitator will thank the group (support team) and arrange a further meeting to see how things are going.
7. A few days later the facilitator will discuss how things are going for the targeted person and then meet informally with each member of the support team to see how they have been able to contribute.

This approach is very successful. However, if it is appropriate, parents/ carers may be informed of the action that has been taken and the outcome. In rare cases, it may be necessary to involve outside agencies such as the Specialist Teacher Team or Social Care.

In cases of more serious or persistent bullying, the parents/ carers of the perpetrator will be called in to meet with the Headteacher and agree a behaviour modification plan. This will be followed by weekly review meetings with the Class Teacher or Headteacher.

Where a child has been subjected to serious or persistent bullying, their parents will be invited to attend a meeting with the Headteacher to outline the actions that have been taken to address the situation.

Prevention

We will use various methods for helping children to prevent bullying. This will include:

- Establishing and maintaining an ethos where pupils feel secure, are encouraged to talk and are always listened to
- Ensuring that all pupils know there is an adult in the school whom they can approach if they are worried about any bullying issues
- Annual training on recognising, preventing, and responding to bullying.
- Specific training on SEND-related vulnerabilities and online safety.
- Ensuring that the staff are made aware of the anti-bullying policy by Senior Leadership Team and have access to where the policy is kept
- Exploring issues through the curriculum, including Jigsaw PSHE, assemblies, Anti-bullying week and Wellbeing week
- Supporting the bully and the victim in modifying behaviour
- Providing information through notice boards, posters and Child line
- Providing support through playground buddies and play leaders

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- Educating and engaging parents on the principles of online safety so they know the dangers and risks that unsupervised internet access can create
- Encouraging parents to check what their children are accessing online and using parental controls on their computers

This policy applies irrespective of gender, culture, race, religion, age, sexual orientation, starting point or disability. We understand that we are part of a multicultural society and the contribution of different people, genders and races to society are acknowledged.

This policy will be promoted and implemented throughout the school and will be reviewed by the staff, Head of School, Executive Headteacher, Governing body and pupils as part of the school improvement plan.

Appendix A

Holy Trinity C.E. Primary School **Anti-bullying Charter**

Children at Holy Trinity C.E. Primary School will:

Be Kind

- Help someone who is hurt and tell a grown up
- Keep ourselves and other children safe
- Include other children in our games, especially if they are alone
- Use kind words when speaking to and about others

Be Respectful

- Respect other pupils' property
- Respect each other's differences
- Respect each other's views
- Treat other people the way you would like to be treated

Have the Courage to Make the Right Choice

- Tell a grown up if someone is being unkind
- Have the courage to stand up for others
- Have the courage to stand up for what is right