



Holy Trinity

Church of England (VC)

Primary School

Halstead

www.holytrinityhalstead.com

ANTI-BULLYING

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'We are an inclusive, aspirational school that builds a kind and resilient community.'

Owner: HTPS

Signed off: May 2025

Signed off by: FGB

Date of review: May 2027



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Aims and purpose of the policy

To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.

To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.

To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.

To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.

To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures. Ensure that those experiencing bullying know that they can rely on the school to : listen to them, support them and act to stop the bullying

Related policies and documentation - Behaviour Policy, Equality Policy, Child protection policy and Keeping Children Safe in Education

Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986.

Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated over time. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.



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The nature of bullying can be:

Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact) Verbal (e.g. name calling, ridicule, comments)
Cyber (e.g. messaging, social media, email)
Emotional/indirect/segregation (e.g. excluding someone, spreading rumours) Visual/written (e.g. graffiti, gestures, wearing racist insignia)
Damage to personal property
Threat with a weapon
Theft or extortion
Persistent Bullying

Bullying can be based on any of the following things:

Race (racist bullying)
Sexual orientation (homophobic or biphobic)
Special educational needs (SEN) or disability
Culture or class
Gender identity (transphobic)
Gender (sexist bullying)
Appearance or health conditions
Religion or belief
Related to home or other personal circumstances
Related to another vulnerable group of people
Cyberbullying

When responding to cyberbullying concerns, the school will:

Act as soon as an incident has been reported or identified.

Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.

Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

Take all available steps where possible to identify the person responsible. This may include:

- looking at use of the school systems

- identifying and interviewing possible witnesses
- contacting the service provider and the police, if necessary.

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Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.

This may include:

Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.

Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. (We will access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully).

Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.

Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need. Inform the police if a criminal offence has been committed. Provide information to staff and pupils regarding steps they can take to protect themselves online.

This may include:

- Advising those targeted not to retaliate or reply.
- providing advice on blocking or removing people from contact lists.
- helping those involved to consider and manage any private information they may have in the public domain.

Supporting Adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.

- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school site or outside of normal school

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hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.

- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Reporting bullying

It is the responsibility of the headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.

It is the responsibility of Governors to take a lead role in monitoring and reviewing this policy.

It is the responsibility of all staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.

Every member of the school community has a responsibility to report bullying. All members of the school community have the responsibility to listen and act on any reported bullying. The school works hard to ensure that there is a 'telling culture' within the school which applies to pupils and adults. All reported incidents are recorded and followed up. Records are regularly monitored by the Headteacher/ SLT and reported to the Governing Body and to parents in appropriate form to parents as

part of the Governors Annual Report.

All staff have a duty to challenge bullying (including HBT bullying and language), report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

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Parents/carers

Holy Trinity has an open door policy. Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report any bullying.

Pupils

Make it clear that pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

Responding to bullying

When bullying has been reported, the following actions will be taken:

1. Staff will record the bullying on an incident reporting form and also record the incident centrally on the incident log.
2. Designated school staff, usually the Headteacher, will monitor incident reporting forms and information recorded on incident log, analysing the results.
3. Designated school staff will produce termly reports summarising the information which the headteacher will report to the governing body.
4. Support will be offered to the target of the bullying from the class teacher, peer mentors and both internal and external counselling services.
5. Staff will proactively respond to the bully who may require support from the class teacher, peer mentor etc or through the use of both internal and external counselling services.
6. Staff will assess whether parents and carers need to be involved in consultation with the SLT.
7. The Headteacher/SLT will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays or in the wider community. The nature of cyber bullying in particular means that it can impact pupils' well-being beyond the school day. Staff, parents and carers and pupils must be vigilant to bullying outside school and report and respond according to their responsibilities outlined in this policy. Our school has a continuing responsibility for pupils' welfare and safety that extends beyond the school site and beyond the school day.

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Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on the **incident log CPOMS?**, and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including: Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.

We use The Holy Trinity Code: a pupil-friendly anti-bullying policy. This ensures that all pupils understand the policy and know how to report bullying. The school vision, code of conduct, home school agreement and consequences code pervades all we do in school and pupils are supported to understand this and use it to guide all they do e.g. The inhabitants of Trinity Street embody our approach and enable pupils to understand the consequences of making poor or 'right choices' in life. To understand that actions always have consequences and to consider what these might be before acting. The SMSC programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes

opportunities for pupils to learn to value themselves, value others and appreciate and respect differences.

Collective worship and other assemblies explore the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying. Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions. Stereotypes are challenged by staff and pupils across the school. Peer-mentoring, pupil-led programmes offer support to all pupils

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Restorative justice systems provide support to targets of bullying and those who show bullying behaviour.

Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups.

Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Education and Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, chaplains, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

The school community will:

- Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils' social and emotional skills, including building self-esteem.

Monitoring the policy

The headteacher is responsible for monitoring the policy on a day-to-day basis. The

headteacher is responsible for monitoring and analysing the recorded data on bullying. Any trends are noted and reported to Governors and parents.

Evaluating and reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

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The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk

- The UK Council for Internet Safety (UKCIS):
www.gov.uk/government/organisations/uk-council-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

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SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- DfE: SEND code of practice:
www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ+

- Barnardo's LGBTQ Hub:
[www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: www.metrocentreonline.org

- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

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Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: [0800 136 663](tel:0800136663) or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/investigating-and-responding-sexual>

Childnet Project DeShame (Online Sexual Harassment and Bullying):
www.childnet.com/our-projects/project-deshame

