



Trinity

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ANTI BULLYING POLICY

Date Governor Approval	Date of next review	Notes
May 2021	May 2023	Review every two years. Peer on Peer abuse section recently added.

Linked documents

- Anti Cyber & E Safety Policy
- Behaviour Policy
- Primary & Secondary Behaviour Management Systems Policy
- Complaints Policy
- Exclusion Policy
- Peer on Peer Abuse Policy
- Rewards & Praise
- Vision & Ethos

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ANTI-BULLYING POLICY

IF YOU HAVE CONCERNs ABOUT THE WELFARE OR SAFETY OF A PUPIL, PLEASE REFER IMMEDIATELY TO THE SAFEGUARDING POLICY AND FOLLOW THE PROCEDURES LISTED.

Aims and Objectives

Trinity All Through school aims to ensure that bullying at the school in so far as reasonably practicable, by the drawing the drawing up and implementation of an effective anti-bullying strategy.

The ultimate aim of the Trinity All Through School anti-bullying policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the community, including Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and be familiar with the School policy on bullying. This policy is communicated clearly to parents, pupils and staff through the use of our website and implemented in practice by raising awareness and training. An environment of good behaviour and respect is created, with helpful examples set by staff and older pupils – the success which is celebrated throughout the school.

Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in the community (pupils, parents and staff) have a responsibility to report any incident of bullying that comes to their attention (including when they find themselves as bystanders), and these reports will always be taken seriously. Only when all issues of bullying are addressed will our pupils be able to fully benefit from the opportunities available at the School.

Definition

The threshold for dealing with an allegation of bullying is when there is reasonable cause to suspect that a child is suffering or likely to suffer significant harm. When necessary the response to allegations of bullying will be referred to necessary agencies.

Bullying may be defined as any deliberate behaviour that is repeated over a period of time and intentionally hurts another pupil or group, physically or emotionally and is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex and homophobia, special educational needs or disability, or because a child is adopted or in care – it may occur directly or through cyber-technology (social websites, mobile

phones, text messages, photographs and email); where it is difficult for those being bullied to defend themselves. Examples of unacceptable behaviour include;

- Physical (including sexual) assault.
- Verbal abuse, by name calling, teasing or making offensive remarks.
- Cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones, text messaging, photographs, video and e-mail. The school is protected by LGFL to prevent/monitor access to inappropriate websites, filtering email and general use of inappropriate language etc. Email filtering to prevent SPAM and viruses before they reach our network, Antivirus to filter data at the network gateway, email gateway, email once on the mail server and files and email once they reach 'our' computers and servers.
- Seriousness of bullying, both physical and emotional cannot be emphasised enough as being a cause of psychological damage and even suicide (although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour). Bullying is among the top concerns that parents have about their children's safety and well-being at and on the way to and from school. Bullying is also a top concern of children and young people themselves. Bullying makes the lives of its victims a misery: it undermines their confidence and self-esteem; and destroys their sense of security. Bullying impacts on its victims' attendance and attainment at school, marginalises those groups who may be particular targets for bullies and can have a life-long negative impact on some young people's lives. It is acknowledged that bullies may have complex reasons for their behaviour and may well need help. It should also be recognised that the consequences of being allowed to 'get away with it' can be detrimental to them as well as to their victim. All pupils deserve the opportunity to be helped to understand what acceptable behaviour is. There are criminal laws that apply to harassment, assault and threatening behaviour.

What to look for

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

All members of the community must be alert to the signs of bullying and act promptly and firmly against it, in accordance with School policy. Surveys have shown that in the vast majority of bullying incidents, most people knew that what was going on was wrong. Sometimes people, either through lethargy, peer group pressure, or tacit support for what is going on, fail to take action.

Procedures to follow

The way to stamp out bullying is for people to be aware of the issues involved, and to be clear in their own minds what action to take should cases arise:

If you are the victim of bullying, including cyber-bullying and bullying outside of school:

- If you feel able to, confront the bully by verbally making him/her aware that you think that what he/she is doing is wrong.
- Share your feelings with someone else.
- If possible talk to a member of Staff. For Secondary School: your Family Group Leader, your year progress leader, the Safeguarding lead or the chaplain. For Primary school: your class teacher, Chaplain, Deputy Head of School or Head of School
- If you would rather not go straight to a member of staff, talk to your friends; talk to senior pupils, a Buddy or one of the Prefects; any trusted adult. They may well be able to advise on an appropriate course of action, or will be able to involve other people who can. There are also people outside the School who would be willing to help and you can contact the Childline helpline on the following number: **Childline: 0800 1111**

Anti-Bullying Strategy

- Trinity All Through school has a commitment to training of staff, so that the principles of the school Anti-Bullying Policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems and sources of support are available.
- Where appropriate the school will invest in specialised skill to understand the needs of their pupils and: including those with SEN or disabilities and lesbian, gay, bisexual and transgender (LGBT) pupils.
- The school builds resilience in its pupils to protect themselves and their peers against bullying through: education, assemblies, PSHE, projects, drama, stories, and literature.
- The school implements disciplinary sanctions which reflect the seriousness of an incident which convey a deterrent effect.
- The school communicates its policies to parent's pupils and staff, finds opportunities to celebrate successful outcomes through feedback to parents and pupils.
- The school involves parents to make sure that the policies and procedures are understood.

If you, a pupil, witness bullying behavior

- Support the victim by offering your friendship and make it clear that in your opinion what is happening to them is wrong.
- Encourage them to speak out on their own behalf by confronting the bully, or with their permission, confront the bully yourself.
- Accompany the victim to a trusted adult, or suggest that you see their Form Tutor on their behalf.

If you, a member of Staff, witness an incident of bullying or it is reported to you

- Reassure and support the pupils involved.
- Advise them that you are required to pass details on to the relevant member of the pastoral support team.
- Inform an appropriate member of the pastoral support team as soon as possible. Family group leaders / class teachers must record all incidents of reported bullying. The Assistant Head (Secondary) and Head of School (Primary) will keep a central log of all complaints or incidences of bullying within the secondary and primary school and record the way in which they were dealt with.

What will happen

- The victim will be interviewed by one of the pastoral support team on their own, and asked to write an immediate account of events. The process for dealing with bullying will be explained clearly to them. The victim is also given the opportunity to discuss his / her own reactions and behavior towards the bully. The victim is given support and advice and counselling is suggested if deemed appropriate.
- Once the member of staff dealing with the incident is clear that a bullying offence has been committed, the accused and any others involved will be interviewed individually and asked to write an immediate account of events. The process for dealing with bullying will be explained clearly to them.
- Details of the incident will be recorded on all the pupils' files to enable patterns to be identified and to evaluate the effectiveness of the approach adopted. The pastoral team will decide on an appropriate course of action. In the first instance one of the pastoral support team will interview the pupil or pupils whose behaviour has caused distress and give him/her/them a formal bullying warning; making it clear that any further incident (or discussion about the current incident) would be considered to be further bullying. It will be made clear why the behaviour was inappropriate and unacceptable. Support and counselling will be offered. A suitable punishment will also be given.
- If the Assistant Head (Secondary) or Head of School (Primary) decides it is appropriate, or it is a

pupil's second offence, the Executive Headteacher will become involved and the parents of the perpetrator/s will be informed by telephone. The following disciplinary sanctions which reflect the seriousness of an incident and convey a deterrent effect may be applied in accordance with the School behavior and relationships policy:

- **Formal School Warning from the Executive Headteacher.** The Executive Headteacher will speak to the pupils involved and will contact the parents or guardians giving details of the offence and inviting them in to School to discuss the matter and to be present when their child is given a Formal School Warning. Their support for the School's actions should be enlisted if possible.
- **Strong sanctions such as Exclusion/Suspension** may be necessary in cases of severe and persistent bullying at the Executive Headteacher's discretion (see the School's Exclusion Policy).

In very serious cases it may be necessary to make a report to the Police or Social Services. However, it is the policy of the School to attempt to resolve such issues internally using our own disciplinary sanctions, unless the matter is of such gravity that a criminal prosecution is likely.

The School will raise awareness of the staff through training so that the principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems, and sources of support are available; and take action to reduce the risk of bullying at the times and places where it is most likely to occur. Where appropriate, the School will invest in specialised skills to understand the needs of our pupils, including those with special educational needs, or disabilities, and lesbian, gay, bisexual and transgender (LGBT) pupils.

The key points from this policy will be discussed with pupils during Family group time. Anti-bullying will feature as a discussion point for the School Council. It will also be revisited using educational elements such as assemblies, projects, drama, stories, literature, with discussion of differences between people and the importance of avoiding prejudice-based language to all years and reinforced in other areas of the curriculum as the opportunities present themselves e.g. physical education. Opportunities will also be sought to allow parents to contribute to the School's actions to prevent bullying.

The record of bullying offences will be reviewed by the Pastoral Team including the Assistant Head (Secondary) and Head of School (Primary) throughout meetings to monitor for patterns and check that the policy is effective.

References

Trinity All Through School refers to the following documents:

Preventing and tackling bullying October 2014 and Cyberbullying: Advice for Headteachers and School staff (2014)

1. DCSF Safe to Learn, *Embedding anti-bullying work in schools*.
National Minimum Standards.
www.cyberbullying.org
2. Preventing and Tackling Bullying – Advice for Headteachers, Staff and Governing Bodies - July 2017
Department of Education.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

3. Cyberbullying Advice:

DfEhttps://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff.121114.pdf