



Trinity High School

& SIXTH FORM CENTRE

An Independent State Funded Academy

ANTI-BULLYING POLICY

Also to be read in conjunction with:

- Behaviour Policy
- Safeguarding Policy
- Acceptable Use Policy
- Equalities Policy
- Confidentiality Policy
- PSHE and SMSC Policy

Reviewed:	Oct 2017
Adopted by Governing Body:	tbc
Review date:	Oct 2018
Policy Responsibility:	Mr G Stewart

ANTI-BULLYING POLICY

OBJECTIVES OF THIS POLICY

At Trinity High School and Sixth Form Centre we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying, Racism and homophobic issues of any kind will not be tolerated in our school. We are a Reporting school. This means that anyone who knows of any incident or anything happening is expected to report and tell school staff. All children have an absolute right to be educated in a safe and secure environment. All students must be aware of the distress these incidents can cause and not be mere bystanders.

Bullying is the deliberate act of making another person uncomfortable over a period of time. It is wilful and conscious, and designed to threaten, hurt or frighten another person. It can be carried out by an individual or a group.

Bullying takes many forms, eg:

- name calling (including comments about a person's family)
- deliberately ostracising (refusing to speak to someone)
- threats of physical harm (intimidation)
- physical harm
- extortion by threat or physical action
- taking someone's belongings
- producing offensive graffiti
- spreading hurtful and untruthful rumours
- racial or homophobic harassment
- sexual harassment
- cyber-bullying (sending inappropriate messages by phone, text, social networking, websites and sending offensive or degrading images via the Internet, phone and other media technologies)

Cyber Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. For more information on how to respond to cyber-bullying and how students can keep themselves safe please contact the school or visit Childnet International and Beatbullying websites.

BUT it is not bullying when two children / young people of approximately the same age and strength have the occasional fight or quarrel."

Worcestershire Young Person's Anti-bullying policy, 2016

In order to create and maintain a climate where all may feel safe and secure in order to learn and teach, every member of the School should avoid bullying behaviour themselves and report bullying behaviour that they see in others. All students have the right to attend school free of the fear of bullying.

Prevention

We must ensure that we organise the School to prevent the opportunity for bullying to occur. Duties must be carried out, areas of the School where bullying could occur must be monitored, the physical environment of the School (e.g. swing doors, toilets) must be monitored. We must provide a range of areas where students may gather outside lesson time.

We must educate students and all staff about the different types of bullying behaviour and the action to take when bullying is suspected. The PSHE and pastoral programme, ICT and Drama curriculum will provide opportunities for students to explore what bullying behaviour is and the effect that it has on others.

We must make it clear in everything we do that we will not accept bullying behaviour. This includes the type of language that staff use to students and the language that they allow students to use to each other. Classroom management styles should seek to minimise opportunities for bullying behaviour to occur. (e.g. being careful who sits next to each other or shares books.)

Action

We must encourage the reporting of bullying behaviour through the promotion of a TELL, TELL, TELL strategy, this will include the provision for a confidential 'bully-box' located in Student Services. Staff must be vigilant for signs of distress in students e.g. deterioration in work, frequent illness, erratic attendance, withdrawn behaviour.

Once bullying is reported we must ensure that every case is investigated. This will mean close liaison between classroom teachers and staff with pastoral responsibility. Records should be kept. Where possible the bully and the victim should write their own written statement.

Support must be provided for the victim. In the first instance this should be provided by the person to whom the allegation of bullying has been made and may simply involve reassurance that the allegation will be taken seriously and reported to the appropriate Head of Year. The nature of support will then vary, but might include simply a safe place to go, encouragement to talk about resolving conflict, or advice and support in building self-esteem. In more serious cases counselling, assertion training or buddying might be used. Parents may need to be involved in planning the support strategy.

Action against the bully should, in most cases, follow these stages

- A verbal warning.
- If the bullying behaviour continues a written warning should be issued which is also sent to parents and kept on the student's file for a specified period of time. Parents may be offered an opportunity to discuss the problems. Punishment will usually follow at this stage.
- If the bullying continues then parents should be interviewed and another, more serious punishment served. A clear warning of the next two stages should be given.
- All the students involved will be required to sign a No-Bullying Contract.
- If broken then a fixed term exclusion should usually follow.

These stages may be compressed if necessary.

The following messages are conveyed to students through regular assemblies, the Tutor time programme of activities and PSHE lessons.

We aim to keep Trinity High School and Sixth Form Centre free from bullying.

What is bullying?

It is deliberately setting out to make someone else's life unpleasant and can happen to anyone. It includes many forms:

- Bullying related to race, religion or culture
- Bullying related to LDD (learning difficulties or disability)
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying

Preventing, identifying and responding to bullying

The school community will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying. Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, assemblies, pastoral programme, Pitstop, wall displays, peer support and the School Council.
- Train all staff including teachers, the pastoral team, teaching assistants and lunchtime staff to identify bullying and follow school policy and procedures on bullying, including recording incidents of bullying. Please see Appendix for protocols.
- Actively create "safe spaces" for vulnerable children and young people. Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

What we do to prevent bullying

Everyone involved in the life of Trinity High School must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all stakeholders have agreed to:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be clear that we all follow the ground-rules of Trinity High School and Sixth Form Centre
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- Support each other in the implementation of this policy

All members of the school community are expected to report incidents of bullying.

All Staff have a vital role to play as they are at the forefront of behaviour management and supporting students' sense of well-being. They have the closest knowledge of the students in their care, and should build up a relationship involving mutual support, trust and respect. Staff have agreed to:

- Provide students with a framework of behaviour including rules which support the policy
- Emphasise and behave in a respectful and caring manner to students and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying through activities, discussion, peer support, School council, website reporting etc.
- Through the Headteacher and SDP, keep the governing body well informed regarding issues concerning behaviour management
- Provide a key staff member who is responsible for the monitoring of the policy

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to lead on anti-bullying within school leadership

Through the development and implementation of this policy, all children, young people, parents/carers and staff will:

- Feel confident that everything is being done to make Trinity High School a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place.

Involvement of Students

We will:

- Regularly canvas students' views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of help-lines and websites.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.

Liaison with Parents and Carers

We will:

- Ensure that all parents / carers know who to contact if they are worried about bullying.
- Ensure all parents know about our complaints procedure and how to use it effectively.
- Ensure all parents / carers know where to access independent advice about bullying.
- Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

What we ask of all students:

TELL, TELL, TELL

In the case of cyber bullying you should report the bullying online by pressing the CEOP button on your homepage. You should "save" the unpleasant comment, threat or image. You should not respond with threats or comments and must tell an adult immediately.

Tell a friend, tell a teacher, tell a parent, tell another adult. You will be taken seriously and the School will do everything it can to help you.

We have a Bully Box in the Medical Room and in Student Services where you can post a note about what is happening. We may not be able to help unless we know who the victim of bullying is.

We may ask you to write a statement about what has happened.

We may ask you to sign a No Bullying Contract with the person who is bullying which will clearly lay down what the School expects.

What will happen to the bully?

Anyone involved in bullying can expect a warning and punishment. Their parents may be involved. They may be required to sign a No Bullying Contract. If they are a persistent bully they will be excluded from Trinity High School.

Links with other school policies and practices

Policy	Why
Behaviour Policy	Rewards and sanctions
Safeguarding Policy	Child protection
Acceptable use policy	Cyberbullying and e-safety
Equalities policy	Prejudice related crime(homophobia, race, religion and culture and SEN/disability
Confidentiality Policy	Reporting and recording
PSHE and SMSC Policy	Strategies to prevent bullying

Key Priorities

Priorities within the policy are:

- To advocate that an ethos of respecting people and not accepting bullying is adopted in school.
- To recognise that a culture of emotional health and wellbeing will promote individual achievement and the positive development of communities
- To listen to children and young people and to take seriously what they tell us about bullying
- To ensure children and young people are aware that bullying concerns will be dealt with sensitively and effectively
- To be aware of the vulnerability of specific individuals and groups, for example:
 - Looked after Children (LAC) or Black and Minority Ethnic children
 - Children and young people with Special Educational Needs (SEN) or disabilities or Lesbian, Gay, Bisexual and Transgender children and young people, or children of parents with these lifestyles
 - Children and young people with communication difficulties or where English is not their first language.

The policy has been revised to take into account new guidance from the Department of Education:

Preventing and Tackling Bullying – advice for Headteachers, Staff and Governing Bodies (July 2013).

It has also taken into account the revised OFSTED School Inspection Handbook (September 2013, No 120101, Subsidiary guidance (September 2013 Ref 110166) and the following briefings :-

Exploring the school's actions to prevent and tackle homophobic and transphobic bullying
September 2013, Ref 120181

Inspecting Safeguarding
September 2013, Ref 090205

Inspecting e-safety in schools
September 2013, 120196

Inspecting equalities

Useful organisations and contacts

- **Anti-bullying Alliance (ABA)** - www.anti-bullying.org
Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.
- **Mencap** – www.mencap.org
Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.
- **Stonewall** – www.stonewall.org.uk
The lesbian, gay and bisexual charity
- **Educational Action Challenging Homophobia (EACH)** – www.eachaction.org.uk
Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.
- **School's Out** – www.schools-out.org.uk
- **Beatbullying** – www.beatbullying.org.uk
Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.
- **Childnet International** – www.childnet-int.org
Childnet International - The UK's safer internet centre

Childline- www.childline.org.uk Tel: 0800 1111 Free helpline for children and young people in the UK

Children's Legal Centre (Coram) www.childrenslegalcentre.com Tel: 0300 330 5485 Free legal advice

Bullying UK www.bullying.co.uk Tel: 0808 800 2222

Department for Education www.education.gov.uk Tel: 0370 000 2288

References Documents and Related Policy/Guidance

National Documents

- Safe to Learn- DCSF Guidelines
- Embedding anti-bullying work in schools – DCSF-00656-2007
- Homophobic bullying – DCSF – 00668-2007
- Cyberbullying – DCSF – 00658-2007
- Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008
- Cyberbullying - supporting school staff –Cyberbullying - A whole school community issue - www.education.gov.uk/publications