

Anti Bullying Policy

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Headteacher

March 2025 Review: (Annual) 2026

Introduction

It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. Bullying of any sort is not acceptable and not tolerated in our school.

The definition of bullying at Trinity St Stephen is repeated behaviour that is intended to hurt someone either physically or emotionally, it may be aimed at certain groups, eg because of race, religion, gender or sexual orientation.

It takes many forms and can include: physical assault, teasing, making threats, name calling, cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)

1. Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety and to promote citizenship and a culture of caring for each other.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition on bullying, and we make clear each person's responsibilities with regard to identifying and taking immediate and appropriate action if bullying is suspected.

2. The role of governors

This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

3. The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, the use of assemblies to embed the Christian values of Compassion and Friendship.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying and all staff are required to keep incidents noted in a behaviour log, kept in the classroom.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

4.The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They report any major incidents that happen in their class and that they are aware of in the school. They update the behaviour log as necessary.

If teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions and support for the child who has carried out the bullying. Actions will normally involve discussions with the parents. We expect to work in partnership with parents in the best interests of the children involved. This may involve working with other agencies to provide further support.

Teachers attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

4. Elements of the school's Anti Bullying Strategy

- Collective Worship regularly focusses on our Christian Values, in essence this is summarised by teaching the children, 'Love one another, as I have loved you'

- Following a value based Personal, Social, Health Education Scheme which introduces and discusses behaviours, feelings and choices. Children are taught how to get help in a variety of different situations
- The Christian Values permeate all areas of school life and behaviour within classes and around the school is expected to be of a high standard. All school staff promote these standards and are supported to speak to class teachers or the headteacher if anything is concerning them
- The Family Link Worker can be used to support both victims and perpetrators of bullying if needed. The school works with other outside agencies and support from outside school can also be sought
- The school curriculum includes theme days and events which celebrate difference and tolerance
- The school takes part in national events such as Anti Bullying Week
- The school uses newsletters and other communications to make its wider community aware of the initiatives it is taking and wider support available, for example , <https://anti-bullyingalliance.org.uk/>
- The school completes parent surveys on a range of matters, including bullying to monitor parent views on the subject

5. The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

6. Monitoring and review

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's record of incidents of bullying, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all.

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