



HOLY TRINITY CATHOLIC SCHOOL
ANTI-BULLYING POLICY, February 2021
DRAFT – awaiting Governing Body Ratification

Holy Trinity is a strong community with positive working relationships between pupils. We believe that every child has the right to realise their potential in a happy and safe environment. Bullying is a behaviour that causes distress and is seen as unacceptable at Holy Trinity Catholic School.

This Policy has been drawn together with the input of the Pastoral Team, Chaplaincy team and pupil representatives of the Fab team

Equality

At Holy Trinity Catholic School it is our aim in respect of both pupils and staff to eliminate unlawful discrimination, advance equality of opportunity and encourage good relations amongst and between those of all races, spoken language and accent, abilities, sex, religion or belief, sexual orientation, gender identity and reassignment, illness, mental health, disability, maternal condition, age or marital/civil status.

As a community, we work to ensure that there is no discrimination, harassment or victimisation of any pupil, and as an inclusive community, we take care that no pupil is excluded of any aspect of the school life. We particularly work to ensure pupils with special educational needs engage in the activities of the school together with children who do not have special educational needs.

Definition of Bullying

Bullying can be defined as 'behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group, either physically or emotionally'.

Bullying involves an imbalance of power and all types of bullying are damaging to an individual's well-being.

Bullying can take many forms, but includes:

- Physical bullying – any form of violence such as hitting, pushing, tripping, slapping, spitting, stealing or destroying possessions, any unwanted physical contact or denying an individual access to their property
- Verbal bullying – name calling, spreading rumours, making threats, sexist, racist or homophobic language
- Emotional bullying – isolating an individual from a group or activities related to the peer group, lying and spreading rumours, negative facial or physical gestures, menacing or disrespectful looks, playing nasty jokes to embarrass and humiliate, mimicking unkindly, encouraging others to socially exclude someone, damaging someone's social reputation or social acceptance

- Cyber bullying – sending threatening or insulting emails, text messages, photo's/videos or posting unpleasant messages on social networking sites, Imitating others online or using their log-in, posting/taking photos of a person without their permission, sending sexually explicit messages or photos/videos, prank calling

At Holy Trinity we aim to take both a proactive approach to anti-bullying and also to take action when an incident of bullying is reported.

Active strategies to discourage bullying:

- Tutors and subject staff are aware of social relationships between pupils; subject and support staff are encouraged to discuss any concerns with tutors and Heads of Year
- Through the curriculum, assemblies and other activities, pupils are educated on what constitutes acceptable social behaviour and how to be role models of anti-bullying behaviour. Pupils are encouraged to work in the Holy Trinity Way, fostering co-operation, tolerance and respect for others.
- As part of our Personal, Social and Development (PSD) curriculum pupils learn about respectful and supportive relationships. Pupils explore the difference between healthy and unhealthy relationships. As part of this work pupils learn about the different types of bullying, *including cyberbullying*. Pupils discuss the impact of bullying, ways to tackle bullying and who to talk to if they need help and support.
- Creating an inclusive environment, a safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination.
- Pupils are given a clear message that bullying is not tolerated at Holy Trinity and that everyone is expected to work together to ensure it does not happen.
- Providing effective staff training so that all staff have a clear the principles and purpose of the anti-bullying policy, understand the needs of our pupils (particularly those vulnerable and more likely to be the target of bullying) and how to seek advice.
- Working alongside the wider community, including the police and children's services.
- Anti-bullying Ambassadors and prefects are trained in awareness of bullying, giving them the skills to support pupils seen to be vulnerable or potential victims of bullying. The Ambassadors spearhead the FAB Team , we are all the FAB Team (Fight Against Bullying). The Ambassadors are the selected students from years 7 to 11 who will promote the Anti Bullying message in a variety of different ways ie Assemblies, being a visual presence around the school with a base to aid reporting and to serve as a daily reminder of our non-tolerance of Bullying in any way. They will carry out short talks in form time throughout the academic year.
- Involve parents and pupils to ensure that they are clear that the school does not tolerate bullying and that they know who to contact if they are worried about bullying.

- Making it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on. Information about how to use the SHARP system and the Confidential Bullying Text Report Line is included in all pupils' planners. (Appendix I). Pupils and parents are urged to report any incident of bullying immediately.
- Implementing and escalating disciplinary sanctions so that others see that bullying is unacceptable.

Process for dealing with bullying incidents:

Any report of bullying will be taken seriously and dealt with in a consistent and delicate manner, taking care not to victimise or blame any party. Note that labelling a pupil as a bully is counterproductive and unhelpful, although referring to 'bullying behaviour' is appropriate. The emphasis is on supporting all parties in order to find the root of the problem, steering away from the tendency to talk about specific incidents and instead focussing on how certain behaviour makes the pupil feel.

Pupils demonstrating bullying behaviour must not be accused or labelled, but supported, encouraged and given a chance to rectify their behaviour. The onus must be on the pupils involved to search for a solution to the problem and this may involve working with the bystanders and victim. Pupils must be helped to demonstrate socially acceptable behaviour and to have compassion for the victim.

Sanctions such as exclusion or internal isolation may be applicable if pupils displaying bullying behaviour are intransigent over time and all other avenues are exhausted in line with school behaviour policy.

Support for the pupils who are bullied

The nature and level of support will depend on the individual circumstances. These can include a quiet word from a teacher that knows the pupil well, asking the pastoral team to provide support, providing formal counselling, engaging with parents and referring to local authority children's services, completing.

Logging incidents

All reported incidents of bullying must be logged on the school system (Bromcom) centrally, including how the incident is responded to by the school. The central log will be held by the Pastoral Support Team in the Head of Year office. Records will be retained for the current year plus 3 years.

Related policies and documents

- Behaviour for Learning Policy
- Safeguarding and Child Protection Policy
- Attendance Policy
- SRE
- Preventing and Tackling bullying – DfE July 2017
- Keeping Children Safe in Education 2020 (Updated January 2021)
- Sexual violence and sexual harassment between children in schools and colleges guidance – DfE
- Searching, screening and confiscation advice for headteachers, school staff and governing bodies – DfE 2018
- Cyberbullying guidance - Childnet

Links to legislation

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

This Policy is due to for review bi-annually.

Appendix I – The Sharp System and Confidential Bullying Report Line, included in the pupils' planners.



The SHARP System is a confidential reporting system specifically for Holy Trinity.

It stands for School Help Advice Reporting System. You can report anything, from acts of racism to incidents of bullying.

The information that you give will help to make this college and your local area a safer place to live and work in.

Just follow the 'Make report' link at the bottom of the page and follow the instructions.

www.holytrinity.thesharpsystem.com

or report the incident using the text information below:

A poster for the Confidential Bullying Report Line. At the top, the title 'Confidential Bullying Report Line' is written in a large, bold, black font. Below the title, on the left, is a red mobile phone held in a hand. The phone's screen shows a 'New SMS' notification with a yellow envelope icon. The text on the screen reads: 'To: _____', 'Thank you for helping us stop bullying!', and a 'Send' button. Below the screen is a standard numeric keypad with 'OK', back, and call buttons. To the right of the phone, the text 'Text information to 07470057833' is displayed in a large, bold, black font. Below this, it says 'Please text as much detail about the incident as possible'. In the bottom right corner, there is a small portrait of a man in a suit and tie, with the text 'Sponsored by' above it and 'The Dave Brownrigg Trust' below it in a curved banner.