

Trinity



“May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus,” Romans 15:5

Trinity Anti Bullying Policy

As a church school we have a strong ethos and culture which minimises bullying and outstanding family values, with vertical tutoring allowing positive relationships to thrive and flourish. The role of Trinity character and the development of the whole child through PSHEE and Citizenship enhances the community to be one with rich conversations where students feel valued and respected. The role of Restorative Justice encourages students to talk thorough any concerns with either themselves, family or peers.

Aims

Bullying of any kind is unacceptable and will not be tolerated at Trinity School. We define bullying as the conscious desire by an individual or group to hurt, threaten or frighten another individual or group, whether on the grounds of race, religion, culture, gender, sexuality, homophobia, disability, having Special Educational Needs, or any other pretext. It covers any means, including physical, verbal, emotional, psychological or by electronic communication (including social websites, mobile phones, text messages, photographs and email). It includes a variety of situations: principally, perhaps, open “child on child” abuse, but also “adult on child” and even “child on adult”. We regard bullying as a very serious offence, with the danger of causing damage of a significant nature, whether physical, emotional or psychological. Our aims are:

- To prevent, or stop continuation of bullying behaviour
- To react to incidents of bullying in a reasonable, proportionate and consistent way
- To safeguard the child or children experiencing the bullying and provide support for them
- To apply restorative practices and if deemed necessary a sanction to the perpetrator(s) ensuring lessons are learned which will discontinue bullying behaviour.

Bullying usually takes one or more of the following forms persistent:

- deliberate exclusion from a peer group by rejection and isolation;
- aggressive or insulting gestures;
- physical assaults;

- verbal abuse or aggression;
- extortion or coercion by means of intimidation.

Our policy is underpinned by DCSF guidance in “Safe to Learn: embedding anti-bullying work in schools” (2007) which can be accessed via the web at http://www.education.gov.uk/custom/files_uploaded/uploaded_resources/4771/Safe_to_learn.pdf

Achievement of aims

The above aims will be achieved by educating all members of the community, using any of the following means:

A strong school Ethos which underpins all that we do, a place at the table, to be seated, to listen, where all have equal value.

A school ethos and culture which minimises bullying as we encourage respect for all, equal value, and individuality through our core values

The use of whole school worship and mindfulness practice

The use of SMSC education which contributes to a culture of support and respect,

The use of vertical Tutor groups to form bonds across the year groups and to build strong family relationships

The use of Trinity Character and PSHEE and Citizenship work to underpin our values

Restorative Justice Practices,

Assembly talks,

Removing the barriers of stereotyping through informative information,

Promoting good relationships amongst pupils, and between pupils and staff;

Discussion in tutor groups and relationships building activities with tutors,

Education on homophobic issues and language with assemblies and pupil led HISK group to tackle homophobic issues and provide student voice,

Use of Peer mentors,

Use of Prefects, PLT and Head Boy and Head Girl,

Use of elected Trinity Council student voice

Use of Learning mentors and the Restorative Team,

Good lines of communication within the School and with parents.

The training and deployment of staff will take account of the aims of this policy.

If pupils have any concerns about bullying they may report them to any member of staff; their most immediate route will be to speak to their Tutor in the first instance. Also available to consult are the Heads of House and Deputy Head of House, subject teacher and any member of the school staff, including the Chaplain and outside agencies such as XLP.

Building up the self-confidence and self-esteem of all pupils is an important preventative measure. The School will aim to provide prompt and appropriate action and support for both the victim and the bully. Where appropriate, strong sanctions will be used.

A record of bullying incidents is kept by Behaviour Watch and monitored by all tutors, HOD and HOH. Heads of Houses are alerted to any indications of patterns of behaviour.

Role of the parents

Parents of pupils involved in bullying will be informed and are likely to be asked to come into School to discuss the problem. Parents are encouraged to contact the Form Tutor and/or Head of House if they suspect their child of being involved with bullying in any way.

Cyber bullying

The use of new technology such as mobile phones and the Internet to intimidate others is an increasing national trend. Bullying by text, e-mail or phone call often leave no physical scars but can be highly intrusive and hurtful. The School will enforce strictly its policies with regard to the use of mobile phones and the Internet and will continue to monitor closely all e-communications used on the School site. The School reserves the right to review electronic material held or accessed by any pupil in school including their email account and their mobile phone.

Where any form of cyber bullying affects another pupil in the School or may bring the reputation of the School into disrepute, the School reserves the right to be involved whether the electronic material was produced within the School or outside. Pupils must be aware that some forms and levels of cyber bullying are illegal and the School will inform the police when necessary.

Tackling Stereotypes

As a counter cultural school we aim to inspire pupils to challenge stereotypes and we inform them through assemblies and tutor times how to understand some of the issues they may face in life. We have a HISK pupil led group which leads assemblies on educating students on the lesbian and gay homophobia. We have a strong moral standing on the use of any inappropriate language which is deemed to be derogatory.

Reporting mechanisms

Staff must report all incidents of bullying either to the appropriate Head of House or Head of Department. All members of the School community are encouraged to report any case of bullying to the Form Tutor or to an appropriate member of staff. Bullying incidents and the action taken will be recorded on Behaviour Watch. Serious cases will be reported to the Local Authority Designated Officer (LADO) and the Independent Safeguarding Authority (ISA) within one month of the date of the incident. The use of the anonymous Sharp Website provides a way for pupils to alert the Assistant Headteacher if they feel unable to discuss their concerns regarding bullying for themselves or their friends. All pupils in the first term in year 7 receive a short presentation on how to access the site, and how to use the site. This is done in a small setting with the Assistant Headteacher and the School Safety Officer to encourage pupils to openly voice any concerns or issues they have.

Useful Contacts

Childline 0800 1111

Samaritans 08457 909090

Record - keeping

The Assistant Headteacher (at present Kathy Tomlinson-Cole) acts as a central point for recording cases of bullying. Heads of Houses pass on to the Assistant Headteacher brief details of any incident which may be termed 'bullying' and log the incident and actions taken on Behaviour Watch. This system is intended to:

- provide the Heads of Houses with the fullest possible picture of the situation
- enable patterns and trends to be spotted
- link up incidents which concern pupils from different Houses
- provide a historical record