

Elsecar Holy Trinity Primary Academy

Anti Bullying Policy



Statement of Intent

The aim of this policy is to ensure that the pupils of Elsecar Holy Trinity Primary Academy learn in a supportive, caring and safe environment without fear of being bullied.

At Elsecar Holy Trinity, our anti-bullying policy is deeply rooted in our school vision. As a nurturing, inclusive Church school, we believe every child is valued as a child of God. Our commitment to fostering respect, compassion, and forgiveness underpins our proactive stance against bullying. By promoting a safe and supportive environment for all, we aim to grow together in love—developing wisdom, knowledge, and aspirations for a brighter future where every member of our community feels seen, heard, and protected.

Objectives of the Policy

All pupils, parents, governors, teaching and non-teaching staff have an understanding of what bullying is. They will know the process for reporting bullying instances and that the school has a responsibility to take any report of bullying seriously. Above all they will be reassured that bullying will not be tolerated.

What is Bullying?

Elsecar Holy Trinity Primary Academy is anxious to differentiate between non-volatile disputes and arguments that occur between pupils of differing opinion and incidents of bullying. Bullying is **repetitive** behaviour which deliberately intimidates or controls another pupil or pupils. This behaviour has the potential to leave another pupil or pupils feeling unhappy, bewildered, frightened or threatened.

Bullying can take many forms, it can be:

1. Emotional being unfriendly, excluding and tormenting
2. Physical pushing, kicking, hitting or any other use of violence
3. Verbal name calling, sarcasm, spreading rumours, teasing
4. Racist taunting, graffiti, name calling, use of gestures
5. Sexual unwanted physical contact or sexually abusive comments
6. Homophobic ridicule focusing on sexuality
7. Cyber use of the internet or technology to threaten or be abusive

Why is it Important to Respond to Bullying?

No one deserves to be a victim of bullying; everyone has the right to be treated with respect and given the opportunity to learn in a safe environment. Pupils who bully need to understand the consequences of their actions and be taught and learn different ways of behaving that is acceptable. The way in which adults react to bullying contributes to the overall ethos, Elsecar Holy Trinity Primary Academy strive to implement their anti-bullying code to ensure bullying is less likely to happen currently or in the future. Being bullied or bullying has the potential to effect pupils in their future if not dealt with appropriately and in a timely manner.

Signs and Symptoms

A pupil may indicate signs of behaviour that he or she is being bullied, adults should be aware of these and follow the reporting process to ensure bullying is being monitored, detected or dispersed opposed to relying solely on a pupil feeling able to report bullying. The following signs and behaviours may indicate other issues, so should be considered a possibility and bullying investigated.

1. frightened to attend or walk to/from school
2. displays unusual changes to their usual routine
3. begins to truant
4. displays withdrawn, anxious behaviour
5. feigns illness to avoid lessons or break time
6. begins to decline in their work
7. cries without explanation
8. becomes lacking in confidence
9. has clothing or bags that have been torn or damaged
10. has possessions go missing
11. has unexplained cuts or bruises
12. stop eating
13. starts to bully others
14. gives improbable excuses for any of the above

Our Commitment

- Bullying will not be tolerated; we will investigate all reported instances and monitor to assess any potential bullying instances that have not been reported continually as part of our ethos to bullying
- We will take action appropriate to the situation, in agreement with the pupils, parents and teachers of the pupil/s being bullied
- We will heighten the awareness of pupils, parents, governors, teaching and non-teaching staff about what bullying is and how to report it
- We will create an atmosphere where everyone feels able to report incidents of bullying with confidence that it will be taken seriously and dealt with accordingly
- We will identify factors within the school community which might allow bullying to take place and eradicate them

- We will maintain a consistent record of bullying instances and review the methods of process to ensure long-term commitment is given to potentially eradicate instances of bullying 3

Procedures

1. If bullying is suspected or reported, the incident will be dealt with immediately or as soon as practicable by the staff reported to
2. A clear account of the incident and action taken will be recorded and the Head Teacher will be notified to keep a strategic log of incidents (CPOMS)
3. The pupil being bullied will be supported by a staff member of their choice
4. The parents of the bullied pupil will be informed on the same day by the class teacher
5. Pupils who are suspected of bullying will be supported by a staff member of their choice
6. The parents of the pupil suspected of bullying will be informed at the earliest opportunity by the teacher
7. Incidents will be reviewed bi-monthly by the Head Teacher and the Safeguarding Governor, to ensure effective measures have been implemented and resolution to all parties satisfaction has been achieved

Outcomes

1. Bullying instances will not be driven underground or highlighted without sufficient evidence
2. Pupils being bullied will be supported and offer the opportunity to talk to a member of staff of their choice, they will be asked how they would like it dealt with
3. Pupils being bullied will be supported in restoring their self-esteem and confidence and monitored to ensure repetitive instances do not occur
4. Pupils who have bullied will be able to discuss what has happened with a staff member of their choice without bias
5. The learning mentor will follow up any reported incidents of bullying at the request of child/teacher/parent
6. Pupils who have bullied will be offered the opportunity to establish why they took these actions and the effects these have had
7. Parents will be consistently informed of instances and the procedures put in place to diffuse and eradicate instances of bullying
8. If necessary disciplinary steps will be taken in line with the behaviour policy
9. Consistent monitoring will take place from all staff to ensure inclusion, awareness and long-term eradication of bullying instances

Assistive Organisations

Advisory Centre for Education 0808 800 5793

Anti-bullying Alliance www.anti-bullyingalliance.org

Bullying online www.bullying.co.uk

Children's Legal Centre 0845 345 4345

Kidscape Parents Helpline 0845 120 5204

NSPCC 0808 800 5000

Parent Line Plus 0808 800 2222