



Anti-Bullying Policy

(to be read in conjunction with The Behaviour Policy)

Our underlying principles;

- **Justice** – protecting, upholding dignity and worth, being inclusive always
- **Forgiveness** – restoring relationships, growing in maturity and goodness

Trent CE Primary School recognises its responsibility to ensure that children are educated within a caring and protective community and in an atmosphere of openness and trust.

Bullying is a wilful, conscious attack on the self-esteem or the person of an individual student. It includes teasing, name-calling, jibes, silence/exclusion from the social circle, emphasising differences, threatening behaviour, racial/sexual harassment, extortion and physical attack. Bullying may vary in its severity, frequency and in the numbers of people involved. **At Trent bullying is not tolerated and is never ignored.**

PURPOSES

To create within the school community an atmosphere of openness and trust.

To provide a curriculum and an environment which promote students' self esteem and respect for others.

To implement appropriate strategies for dealing promptly with any complaints or incidents of bullying as they arise.

GUIDELINES

Children are encouraged to report any instances of bullying of themselves or others in the knowledge that their reports will be taken seriously and investigated fully.

Staff are alert to behaviour which may be an indication of distress. This might take the form of deterioration in work, frequent absence or illness, isolation, desire to remain with adults, apparent depression. Any concern to be discussed with the parents in the first instance.

If an incident or complaint is reported, staff must follow these procedures:

Listen carefully.

Give reassurance that there will be follow-up action.

Ensure the child gets medical check/treatment if necessary.

Document details of the incident or complaint and pass immediately to the Leadership team.

The Leadership Team will instigate appropriate action, depending upon the nature of the incident, for example:

- mediation by peers;
- Restorative Justice procedures;
- mediation by adults;
- liaison with parents and appropriate staff;
- implementation of school sanctions in accordance with the Behaviour policy.