



Trefonen Primary School

Anti-Bullying Policy – November 2024

Our Christian Vision:

'We are Learning in Love and Growing in Faith'

("She is a tree of life to them that lay hold upon her; and happy is everyone that retains her" - Proverbs 3.18, KJV)

Values:

'Respect' is our school's core value

1. Introduction

At Trefonen C.E. Primary School, we are committed to creating a safe, inclusive, and supportive learning environment for all our pupils, free from bullying and harassment. We recognise that bullying has serious consequences on a child's emotional, physical, and educational well-being. This policy outlines our zero-tolerance approach to bullying and our strategies for prevention, intervention and support.

2. Definition of Bullying

Bullying is defined as intentional, repeated and hurtful behaviour aimed at intimidating, threatening, or harming another person. Bullying can be:

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- Silent: being unfriendly, excluding, tormenting (e.g. hiding books, threatening looks or gestures)
- Social/Relational: exclusion, spreading rumours, public humiliation
- Physical: pushing, kicking, hitting, punching or any use of violence
- Verbal: name-calling, sarcasm, spreading rumours, teasing, insults, threats
- Racial: racial taunts, graffiti, gestures
- Homophobic: because of, or focussing in the issue of sexuality
- Disability-related: because of, or focussing on a disability or special need Bullying may be carried out face-to-face, on-line or through other media
- Sexual: unwanted physical contact, sexually abusive comments on and off line, sharing photographs and videos
- Cyberbullying: online harassment, sharing inappropriate or unkind content.

All forms of bullying are unacceptable, regardless of where they occur, whether on school property, during school activities, or online.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. Children need to be made aware

that this is not 'telling tales'. To be seen to act is as important as taking action. Silence and secrecy nurture bullying.

Occasional conflict between peers is a normal part of social development and is to be expected. Although this can at times be upsetting for children this should not be confused with bullying. Children should not be punished in such cases, but supported in learning to compromise and helped to find resolutions. Children should be helped to understand the difference between 'bullying' and 'falling-out' or 'not-getting on'.

3. Objectives

Our Anti-Bullying Policy aims to:

1. Ensure all pupils feel heard, safe and respected.
2. Promote a culture of kindness and respect within the school community.
3. Establish clear procedures for preventing, reporting and responding to bullying.
4. Provide support to both the targets and the perpetrators of bullying.

4. Prevention

4.1 Education and Awareness

- Regular classroom discussions and assemblies on the importance of respect, kindness, and empathy.
- Integration of anti-bullying education into our curriculum through relevant subjects and activities.
- Annual Anti-Bullying Week to reinforce our commitment to a bully-free school.
- Championing by our School Council

4.2 Staff Training

- Teachers and staff receive training to identify signs of bullying and strategies for intervention.
- Staff are trained to be proactive in promoting positive behaviour and identifying early signs of conflict.

4.3 Pupil Empowerment

- We actively encourage pupils to speak out against bullying and support peers who may be experiencing bullying.
- Our School Council and peer mentoring programs promote a supportive peer environment.
- As in our Behaviour Policy, at Trefonen we use Restorative Thinking to help create a restorative and safe learning environment. The 'restorative' approach is a way of working with conflict that puts the focus on repairing the harm that has been done. It is an approach to conflict resolution that includes all of the parties involved. It enables 'pupil voice'. It asks all parties to share what their involvement

was, how the incident of conflict has affected them and to agree what needs to be done for things to be put right.

- Pupils should have the opportunity to reflect when things do not go well. Pupils are encouraged and supported to reflect on what has gone wrong, how they can put the 'wrong' right, and what they might do differently next time.
- In the event of children not adhering to Our School's Expectations sanctions inline with our Behaviour Policy will be applied using discrepancy based on the particular circumstances of the behaviour (this means that there will be times when some stages may be missed out due to the seriousness of the incident).

5. Reporting Procedures

5.1 Reporting Bullying

- Pupils can report bullying to any staff member, trusted adult, or anonymously through the class 'Worry Monster / Box), a designated reporting mechanism.
- Parents are encouraged to report any concerns about bullying to the school through the Parent Contact email: parentcontact@trefonen.shropshire.sch.uk

5.2 Staff Responsibility

- All staff members are responsible for taking immediate action upon witnessing or receiving a report of bullying.
- Reports will be documented and followed up in a timely manner by the Class Teacher and reported to the Head Teacher.
- The number of incidents will be reported termly to Governors, in the Head Teacher report.

6. Intervention

6.1 Investigation

- All reported incidents of bullying will be promptly investigated.
- The school will maintain confidentiality during the investigation process to protect all parties involved.

6.2 Consequences

Pupils involved in bullying are held to account for their behaviour and supported to understand the harm that they have caused. Consequences for pupils engaging in bullying behaviour may include:

- Verbal or written warning.
- Mediation sessions with a teacher.
- Restorative justice sessions where appropriate.
- Suspension or further disciplinary action in line with the school's Code of Conduct.

6.3 Support for the Victim

Support for pupils affected by bullying includes:

- They are heard, they are confident in the school's ability to deal with the bullying, steps are taken to help them feel safe again, they are helped to rebuild confidence and resilience and they know how they can get support from others
- Involving parents/guardians as needed to ensure support at home.
- Check-ins with the pupil and their family to monitor well-being.
- Children are signposted to access further advice through NSPCC childline 08001111 [Childline | NSPCC](#).

6.4 Support for the Perpetrator

- Support to address any underlying issues.
- Behaviour management
- Where required, further reflective sessions to foster understanding of the impact of their behaviour on others.
- Ongoing monitoring to prevent repeated behaviour.

6.5 Support for Parents

- They are supported in understanding and identifying the differences between bullying and other kinds of peer conflict.
- They understand that the school does not tolerate bullying and are aware of the procedures to use if they are concerned their child is being bullied or does not feel safe to learn, including the school's complaints procedure.
- They have confidence that the school will take any complaint about bullying seriously and investigate/resolve as necessary, and that the school systems will deal with the bullying in a way which keeps their child safe.
- Parents are signposted to access further advice through Parent Smart [Place2Be: Parenting Smart: Articles](#)

7. Monitoring and Evaluation

- Bullying incidents are logged on CPOMS, reviewed, and analysed to improve prevention strategies.
- Feedback from pupils, parents, and staff is used to improve the policy's effectiveness.
- The annual policy review ensures alignment with best practices and any updated local or national guidelines.

8. Communication of Policy

- The Anti-Bullying Policy is available on our school's website. Hard copies can be requested from the school office.
- Policy details are discussed during orientation for pupils and parents at the beginning of each academic year.
- Our School Council champions anti-bullying strategies, during our annual 'Anti-bullying Week' in November.
- All staff, pupils and parents are informed of any updates to the policy.

9. Conclusion

Trefonen C.E Primary School is dedicated to fostering a culture of respect and kindness. We ask all members of our school community—pupils, staff, and families—to uphold this policy and work together to maintain a safe and supportive environment for everyone.

Approved: November 2024

Policy Review Date: November 2025