



## Trinity Multi Academy Trust

<b>Policy:</b>	Anti-Bullying Policy
<b>Date or review:</b>	September 2024
<b>Date of next review:</b>	September 2025
<b>Lead professional:</b>	Assistant Principal Jason Kargans
<b>Status:</b>	Non-Statutory

Empathy, Honesty, Respect, Responsibility

## Empathy, Honesty, Respect, Responsibility

To establish clear procedures for the course of action to be taken with respect to bullying incidents.

To create safe conditions for children which are built upon mutual respect, cooperation and equal opportunities.

To establish that an important part of being valued for children is being listened to, believed and appropriate considered action taking place.

To have clear procedures, known and understood by all, including a system by which discrepancies can be dealt with and reviewed.

### 4. **Definition of bullying**

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-

*Definition taken from the Anti-Bullying Alliance*

#### 4.1. **Emotional** - Derogatory name-calling of an insulting and/



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College Leaders are trained as Anti-Bullying Mentors and are available to act as personal mentors on request. These students are allocated to Year 7 students on their first day at an academy and are available to support students on request.

College Time sessions and drama, if appropriate, are used to explore issues of concern. Our academy therapeutic team is available to students via the referral process.

### 13. Expectations and guidance

#### 13.1. Staff

Watch out for early signs of distress in students, e.g.

- Deterioration of work.
- Spurious illness.
- Isolation or the desire to remain with adults.
- Erratic attendance and punctuality.
- Internal truancy.

This behaviour may be a warning of other problems but it may be indicative of bullying.

Listen carefully and record all incidents as per policy.

Offer the victim and the bully support and help by putting our academy procedures into operation. If the victim discloses anything you deem to be a welfare or safeguarding issue then disclose this information immediately to a member of the Child Protection team (see Child Protection and Safeguarding Policy for more detail).

#### 13.2. Students

Each academy expectations are included in the student planner, in the Code of Conduct and Charter of Rights.

In general:

- As a member of an academy within Trinity Multi Academy Trust, we expect you not to put up with any forms of bullying behaviour.
- Adults and students will work together to stop bullying.
- When someone is being bullied or in distress, inform an adult immediately, of any form of bullying behaviour.
- Do not be afraid to report any incidents. Watching and doing nothing can suggest support for the bullying.
- Do not put up with bullies in your group of friends.
- Only accept people who do not bully others. Bullies will soon stop if they are left out, or are by themselves.
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#### 13.3. Parents

Watch for the early signs highlighted above in your child, if you have concerns contact their academy.

Parents should know:

- Each
- Parents may have to come into an academy to discuss issues.
- That each academy takes the issue seriously and will always deal with any parent or

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An apology and assurance that the bullying will stop **or** a detention **or** a piece of extra written work **or** meeting with the parent **or** a temporary exclusion from certain areas of an academy premises.

**In more serious cases**, internal exclusion, off-site



**Appendix 3 – Child-on-child abuse**

Children can and sometimes do, abuse other children (sometimes referred to as child-on-child abuse). This can happen both inside and outside of school and online (known as cyberbullying).

Child-on-child abuse is most likely to include, but may not be limited to:

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