

Three Trees Academy



Anti-Bullying Policy 2025-2026

Our Vision

Aspire, Belong and Achieve

Our Values

Three Trees Academy encourages and promotes Christian Values. Our pupils, governors, staff, parents and community members chose and work within our five values

RESPECT JOY PERSISTENCE CREATIVITY COURAGE

Definition

In our school, bullying is when someone does something deliberately to another person to hurt, threaten, frighten or upset him or her, and does it repeatedly over a period.

To make this easily understandable to the children we have adopted the Local Authority's simple acronym - **STOP** – **Several Times on Purpose**. The Anti-Bullying Alliance definition states that bullying is repetitive, intentionally hurting one person or a group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

There are different types of bullying

- † **Emotional:** for example, leaving you out or hiding your things, this can be done through a third person who may spread rumours about you or get someone else to give nasty messages.
- † **Physical:** for example, punching or kicking you.
- † **Verbal:** for example, calling you names or being sarcastic.
- † **Cyber:** for example, sending you nasty texts or emails.

Bullying can take different forms. Instigators may use different pretexts as the basis of their bullying, including the nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) but in particular:

- † **Racial, religious or cultural bullying** where the motivation is based on someone's skin colour, culture, nationality or faith.
- † **Sexual:** can relate to the target's gender or body, this can have a sexual and/or sexist element.
- † **Homophobic and Biphobic:** relates to a person's sexual orientation. It is based on prejudice or negatives, beliefs or views about lesbian, gay or bi people. Individual or groups can be targeted because of their actual or perceived sexuality.
- † **Transphobic:** relates to gender identity, it is based on prejudice or negative attitudes, views or beliefs about trans people. Transphobic bullying affects people who are trans but can also affect those questioning their gender identity as well as people who are not trans but do not conform to gender stereotypes.
- † **SEN and Disability:** where an individual or group are targeted because of a special education need or disability that includes learning difficulties, sensory impairments and mental health conditions.
- † **Appearance or health conditions:** where an individual or group are targeted because of their physical appearance or a health condition, for example a disfigurement, a traumatic injury or severe skin condition.
- † **Home circumstances:** where the motivation for bullying is based on the person's living arrangements, for example, young carers, children in care of geographic locality, i.e. where they live.

At Three Trees Academy the Head of Schools is Mrs Jessica Baird. The Assistant Headteachers are Mr Phil Poynton and Mrs Vikki Wilkins. All staff take a responsibility for Anti-Bullying.

It is important to distinguish between bullying and other kinds of behaviour, which we see in young children.

Bullying or bossiness? Some young children can be very bossy, but this will be done indiscriminately, and they will usually grow out of it as they develop better social skills and more self-control. Bullying usually **targets** children who are younger, smaller, more timid or simply 'different' and will not necessarily diminish with age.

Bullying or boisterous play? Young children often enjoy quite rough, physical and boisterous play, even though it is discouraged and even when it sometimes results in others or themselves getting hurt. This often takes place between friends who are relatively equal in size and strength. Bullying on the other hand **is intended** to intimidate and hurt and often involves children who are quite different in size and strength.

All of these kinds of behaviour are unacceptable, but when they are targeted at an individual and occur repeatedly, they are bullying.

Supporting pupils in their understanding of bullying

It is important that pupils have a firm understanding of what bullying is and the difference between bullying and 'falling out' with other pupils. This is taught throughout the school year through the use of our PSHE curriculum, our daily act of worship and participation in the national Anti-Bullying Week. The school takes clear steps to minimise bullying with activities to encourage pupils to co-operate with each other, weekly lunchtime awards for kind and respectful behaviour and collective worships. Through these experiences, the children will be actively taught to speak out if they are worried about being bullied or about any of their friends. It is important that as a school community we understand it is everyone's job to report bullying.

It is vital that we ensure that the children at Three Trees Academy know that the school will not condone bullying in any form.

What pupil's should do if they have concerns about bullying †

Ignore the person and walk away.

- † Inform any adult in school as soon as possible or ask a friend to do this on their behalf, you could talk to an adult, or write down your concerns and give it to them.
- † Remember that it is not your fault and they are not alone
- † Go to an adult if you see anyone else showing bullying behaviour, it is not ok to see this and then do nothing about it.

- ✚ Talk to your adults at home

Good practice for staff

- ✚ All adults in our school have the responsibility for keeping children safe, if any adult is made aware that bullying has taken place, appropriate action **MUST** be taken in line with this policy and the school behaviour policy.
- ✚ Class teachers and SLT must be made aware of and tackle any incidences of racist, disablist, homophobic, biphobic, transphobic, sexist language or religious discrimination.
- ✚ The school has clear systems in place for the whole school community to report bullying.
- ✚ All concerns must be recorded promptly on the school's online behaviour system, which will alert members of the senior leadership team immediately. This system will allow the school to track patterns and trends in incidents.
- ✚ Class teachers and senior leaders will investigate and follow this policy in conjunction with the school behaviour policy to apply sanctions depending on the severity, circumstance and persistent nature of the incident. This will include speaking to the parents of any pupils involved as soon as possible.
- ✚ School staff will work with and support both parties involved to facilitate a change in behaviour
- ✚ All staff should be vigilant to the effects of bullying between pupils outside of school including the possibilities of cyber bullying through text and instant messages and through comments on social networking sites. **Schools have the power to intervene in instances of bullying outside of school.**
- ✚ The Head of schools will report to the Chair of Governors, any persistent, repeated incidents of bullying by an individual or groups. Incidents of this type will result in the Headteacher contacting parents and - if a criminal act has occurred - the police.
- ✚ Ultimately, repeated incidences of bullying behaviour may result in fixed term or permanent exclusion of the pupil(s) concerned.

What should you do if you think your child is being bullied?

- ✚ Parents who believe their child has been harmed as a result of bullying, or believes their child is harming others, should share their concerns with the class teacher at the earliest opportunity through our communication protocol and be prepared to work with the school to keep the children safe.
- ✚ They should read this policy and have a clear understanding of the definition of bullying.

- ✦ The first port of call should be to meet with the class teacher, all expressions of concern will be taken seriously and investigated thoroughly, and bullying concerns will be shared with the senior leadership team.
- ✦ The school behaviour policy will be followed and appropriate sanctions will be used.
- ✦ The school will keep in touch with you as we support your child and work to address any issues, this may be by speaking to you informally, having a home/school communication book or by having regular meetings.
- ✦ If parents continue to be concerned, contact should be made with the Headteacher or Assistant headteachers . Advice can also be found at www.beyondbullying.com and [Parents and Carers \(anti-bullyingalliance.org.uk\)](http://Parents and Carers (anti-bullyingalliance.org.uk))

Review- This policy will be reviewed annually by school staff, the governing body, parents and carers and school pupils. This will take place in the Autumn Term of each academic year.