THE SALTERNS ACADEMY TRUST: TRAFALGAR SCHOOL

ANTI-BULLYING POLICY

Date Reviewed:	January 2026	Reviewed by:	PDU	Next review:	January 2027
Ratified at Governors:	January 2026				
Summary of changes made:	Update to term PSHCE – now PSHE Updated key guidance documents Addition of AI statement Addition of information on child-on-child abuse PD day.				

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Article 2 - The Convention applies to all children, whatever their race, religion or abilities; whatever they think or say, whatever type of family they come from. It doesn't matter where children live, what language they speak, what their parents do, whether they are boys or girls, what their culture is, whether they have a disability or whether they are rich or poor. No child should be treated unfairly on any basis.

Aims

Trafalgar School will create an environment in which bullying is universally regarded as totally unacceptable so that everyone is able to come to the school free from the fear of being bullied in any way, by anyone, at any time.

The aim of this policy is to ensure that Trafalgar School's ethos with regards to bullying is wholly transparent to all, and to clarify each person's responsibility in: promoting an anti-bullying culture, reporting and sanctioning incidents of bullying and protecting and supporting any victims of bullying. The policy applies to all staff, parents/carers, governors, volunteers, visitors and students and will reflect the schools five core values of respect; community; resilience; aspiration and inclusion.

Purpose

The purpose of the Anti-Bullying Policy is to ensure every child at Trafalgar School feels safe and protected. This policy will give clear direction to staff, volunteers, visitors and parent/carers about the expected behaviour and responsibility when managing bullying concerns.

The principles upon which this Policy is based are:

- All people are accepted, valued and celebrated as unique individuals, regardless of age, status, race, gender, class, religion, culture, mental ability, physical ability, personal character or sexual orientation;

- Every known instance of bullying will be dealt with in a thorough, informed and positive way which has previously been agreed by the staff;

- Everyone in our school has a responsibility to treat others with respect;

- Every adult in our school has a responsibility to model appropriate behaviour for students so that they see frustrating and stressful situations, including conflict situations, managed in an adult and non-aggressive way.

Our Ethos

Trafalgar School regards bullying as a serious matter and all instances will be dealt with accordingly. To ignore bullying is to condone it, we are therefore all responsible for the safety and welfare of our students and combating bullying is a responsibility to be shared equally by every adult on our staff. Trafalgar School annually supports the nationally recognised 'Anti-bullying week' in November helping raise awareness of the seriousness that this type of behaviour can have on others.

Bullying is a behaviour which can be defined as the repeated attack: physical, psychological, social or verbal in nature, by another, with the intention of causing distress for their own gain or gratification. It is the wilful conscious desire to hurt or threaten or frighten someone else.

However we define bullying, it is clear that there is an imbalance of power involved and that the person or persons responsible for the bullying abuses his/her/their power over someone who does not have the resources, status, skill or ability to counteract or stop the harmful behaviour. A one-off incident may not necessarily be bullying. A minor incident which is repeated however, is bullying.

Trafalgar School may regard any of the following as bullying:

- Verbal or physical abuse
- Threatening language or behaviour
- Sexist language and harassment
- Racist language and harassment
- Negative language or harassment regarding sexual orientation (homophobic or biphobic bullying) or gender identity (transphobic bullying)
- Demanding money, or goods and favours
- Social ostracism
- Denying someone access to their property
- Spreading rumours or gossip
- Name calling or teasing
- Cyber bullying via social media and/or digital devices including phones.
- Use of AI being used to bully others. For example, 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

Child on child Abuse

We are aware that children can abuse other children in extreme ways – often referred to as *child on child abuse*. This is most likely, but not limited to:

- Bullying (including cyberbullying)
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm
- Sexual violence such as rape, assault by penetration and sexual assault
- Sexual harassment such as sexual comments, remarks, jokes and online sexual harassment, which may stand alone or part of a broader pattern of abuse
- Up skirting which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
- Sexting (also known as youth produced sexual imagery)
- Initiation/ hazing type violence and rituals.

Bullying behaviour and child on child abuse that has been experienced in schools within the last few years ranges from teasing, taunting, name-calling, jostling, punching, kicking, intimidation, extortion, to assault and maiming. Nationally, one child, at least, has died as the result of bullying and some have committed suicide because of it.

We therefore strongly believe:

- It is never a joke, or funny to the person being bullied
- It is never an acceptable part of 'just growing up'
- It can never be excused by saying 'they will get used to it'
- It is never an accident
- It is never excusable on the grounds that 'he or she asked for it' (irritating behaviour can always be dealt with in non-aggressive ways)
- It is never a matter of weakness on the part of the person being bullied.

Procedures

When staff join Trafalgar School they will be informed of the anti-bullying arrangements in place. They will be made aware of the school's Anti-Bullying Policy and told who the key staff members are and who alternative staff members are in their absence.

Any member of staff who becomes aware of an incident of bullying will firstly bring the incident to an end and give whatever immediate support is needed to the person who has been harmed. The staff member will then report the matter to the appropriate Head of House, following this notification with a brief written statement as soon as possible thereafter.

The following are guidelines for anyone involved in dealing with a case of bullying:

- Give assistance and reassurance to the person who has been harmed;
- Deal with the matter seriously and act promptly;
- Give the clear message that you disapprove of bullying behaviour;
- Avoid using the terms 'bully' or 'victim'. The aim is to re-educate those responsible for bullying, not add to the other person's sense of humiliation;
- Adopt a no-blame approach;
- Encourage the person(s) responsible to see the other person's point of view;
- Set a consequence if you feel it is appropriate, being careful not to humiliate anyone involved;
- Remember always, it is the behaviour which is unacceptable not the person.

Heads of House will deal with matters of bullying using some of the following strategies and involving other colleagues such as Tutors, the Senior Leadership Team and Parents as appropriate:

- Interviewing all people involved (the person/group responsible for the bullying and the person who has been harmed); seeing them separately and taking a written account of everything that has happened;
- Adopting a no-blame approach; getting agreement about what occurred (this may mean a modification to an initial statement);
- Meeting all parties together for restorative work (this would always be done with the victim's consent);
- Encouraging the person who is responsible for the bullying to accept responsibility for their behaviour;
- Reviewing with the parties involved, at appropriate intervals, to ensure that there is no recurrence of the behaviour or any displacement of it;
- Referring either or both parties involved for further support and guidance offered through the Pastoral team for on-going support.

Parents should always be informed in all cases and any victim of bullying will be discreetly identified to staff for monitoring purposes.

PSHE (Personal, Social and Health Education)

In accordance with Trafalgar School's Anti-Bullying Policy, it is the aim of the PSHE team to develop qualities and attitudes in students which promote understanding and skills in relation to oneself and others. Students will be encouraged to develop the ability to express their own desires and beliefs and the courage to follow their own convictions and yet not alienate themselves from others.

The subject of bullying is covered throughout the PSHE programme and as part of the personal development curriculum with the expectation that students learn that all bullying, in any form, is unacceptable and should be reported. We also have a standalone personal development day which has a core focus on preventing child on child abuse. This day is updated yearly so it is up to date with current information.

Training

Every member of the school community should promote the schools five core values of respect; community; resilience; aspiration and inclusion.

All staff will receive regular training with regard to promoting the school's Anti-Bullying Policy and this will occur during INSET days and CPD sessions.

References

DfE Preventing bullying - Guidance for schools on preventing and responding to bullying – July 2017
Preventing bullying - GOV.UK (www.gov.uk)
Keeping Children Safe in Education – September 2023 Keeping children safe in education - GOV.UK (www.gov.uk)