

TRINITY ACADEMY NEWCASTLE TRUST

ANTI-BULLYING POLICY

**Approved by the Head of School – January 2026
On behalf of the Board**

Next Review Date – January 2027

Trinity Academy Newcastle Trust ("the Trust") does not tolerate bullying in any form. We firmly believe that every learner has the right to feel safe, secure, respected and valued while attending the Trust. Bullying is regarded as a serious breach of our values and expectations and will always be addressed promptly and effectively.

The Trust is committed to creating a positive, inclusive culture where bullying behaviour is not accepted and where learners are supported to develop respectful, healthy relationships.

Definition of Bullying

Our Learner Council defines bullying as:

"Repeated behaviour intended to hurt another person, physically or mentally. Bullying is characterised by an individual or group behaving in a way that seeks to gain power over another person or persons."

Bullying behaviour is typically:

- Repeated over time
- Intended to cause harm or distress
- Involves an imbalance of power
- Leaves the person experiencing bullying unable or unwilling to defend themselves

Vulnerable Groups

The Trust recognises that some learners may be more vulnerable to bullying, including but not limited to:

- Learners with special educational needs or disabilities
- Learners with hearing or visual impairments
- Learners with literacy difficulties
- Learners experiencing mental health difficulties
- Learners from minority ethnic backgrounds

Learners whose cultural or religious beliefs discourage seeking support outside their family or community

Types of Bullying

Bullying can take many forms, including:

- Physical: hitting, kicking, pushing, theft
- Verbal: name-calling, threats, intimidation
- Racist: targeting based on race, ethnicity or religion
- Homophobic / Transphobic: targeting based on sexual orientation or gender identity
- Indirect: spreading rumours, exclusion, social manipulation
- Cyberbullying: misuse of digital technology to threaten, harass or humiliate

All forms of bullying constitute physical and/or emotional abuse.

Cyberbullying

In line with Department for Education guidance, the Trust takes cyberbullying extremely seriously.

Procedures include:

- Advising learners, staff and parents/carers to retain evidence
- Investigating incidents through interviews and system checks
- Contacting service providers and the police where appropriate
- Authorised staff examining and deleting data where there is good reason

Sanctions may include:

- Removal of inappropriate content
- Temporary or permanent mobile phone restrictions
- Suspension of internet access within school
- Parental involvement
- Police referral where a criminal offence is suspected

(All learners are required to hand in mobile devices on entry to school. See E-Safety Policy.)

Hate Crime and Mate Crime

Hate crime is defined as behaviour where the victim believes they have been targeted due to:

- Race
- Religion
- Sexual orientation
- Gender identity
- Disability

All suspected hate-related incidents are treated as safeguarding concerns and managed accordingly.

Mate Crime

Mate crime involves the exploitation of a person with vulnerability under the guise of friendship. What may appear to be a genuine relationship can become abusive and controlling. The Trust actively educates learners and staff to recognise and respond to such behaviours.

Peer-on-Peer Abuse

Peer-on-peer abuse includes bullying, physical abuse, sexual harassment, sexual violence, online abuse, and exploitation. Such behaviour may occur on or off-site and online.

Any peer-on-peer abuse involving sexual harm or exploitation will always result in a multi-agency safeguarding response.

Anti-Bullying Leadership and Governance

The Trust adopts a whole-school approach to anti-bullying. Strategic oversight rests with the Head of School and Trust leadership, with operational responsibility held by the Academy's Anti-Bullying Team.

Bullying data, trends, and outcomes are reviewed regularly and reported to the designated governor/trustee for pastoral and safeguarding matters.

Anti-Bullying Team

The Academy has a dedicated Anti-Bullying Team led by Tom Howard (Pastoral).

The team coordinates:

- Prevention and awareness
- Reporting and investigation
- Recording and monitoring
- Intervention and follow-up support

The Anti-Bullying Team works closely with staff, DSLs, senior leaders and external agencies to ensure all incidents are managed consistently and effectively.

Quality Assurance and External Recognition

The Trust is committed to continual improvement of anti-bullying practice. The Academy has achieved the Anti-Bullying Charter Mark Bronze Award through Together for Children and is currently under review for the Platinum Award.

This reflects the Trust's strong culture of learner voice, staff training, clear reporting systems, and effective intervention.

Aims

- To create a culture where bullying is not accepted
- To support learners to develop appropriate social skills
- To promote values of respect, empathy and inclusion
- To ensure all members of the community know how to prevent and report bullying
- To empower learners to seek help
- To support learners who display bullying behaviours to change
- To involve staff, learners, parents/carers and governors
- To evaluate the effectiveness of this policy annually

Objectives

- Provide learners and parents/carers with clear guidance

- Train staff appropriately
- Address bullying through PSHE and assemblies
- Display anti-bullying messaging
- Celebrate learner achievement
- Reinforce the Code of Conduct
- Record and monitor all incidents
- Conduct annual learner and parent surveys

Reporting Bullying

Bullying can be reported to:

- Any member of staff
- The Pastoral Team
- The Anti-Bullying Team

All reports are taken seriously, recorded appropriately, and acted upon promptly. Escalation to SLT or DSL occurs where required.

Anti-Bullying Procedures

Staff will:

- Listen carefully and reassure learners
- Take concerns seriously
- Minimise disruption to the learner experiencing bullying
- Record incidents on Arbor and CPOMS where appropriate
- Inform senior staff

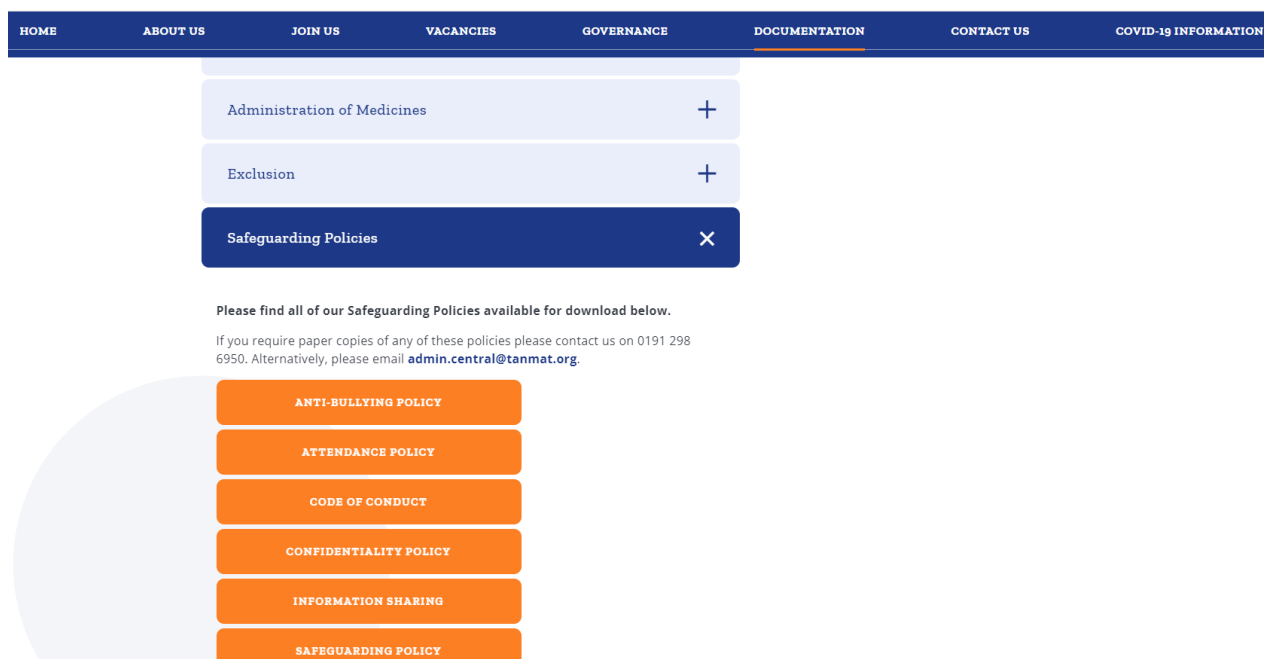
Senior leaders will:

- Speak to all parties sensitively
- Inform parents/carers
- Agree and implement actions
- Review progress within an agreed timeframe

Bullying in the Community:

We are very aware that bullying is also an issue for many young people outside of school. Our learners may experience bullying behaviour within their home communities. If this matter is reported to us in school, then we regard this equally as serious as bullying occurring in school. We will support where possible. Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police

- **Staff group:** School staff were consulted upon policy review during whole-school staff meetings over the period of review. A consensus existed regarding the aims, objectives and procedures within the current policy.
- **Parent/carers:** The current policy is available to parents through access on our school website by clicking Menu – Policies – Safeguarding Policies – Anti-Bullying policy.
- Screen Shot of new website with Anti-Bullying Policy placement



Linked Policies

Behaviour Policy

Safeguarding & Child Protection Policy

E-Safety Policy

Learner-Friendly Anti-Bullying Policy

Monitoring and evaluation:

Tutor groups and teaching staff will assume responsibility for presenting assemblies on the issue of bullying throughout the academic year. The learner councils on each site will also be consulted at regular times to discuss any relevant issues.

- The issue of bullying is strongly featured within the school's PSHE curriculum. PSD Sessions incorporate a monitoring function via discussions and learner surveys.
- A survey of all learner's will be carried out annually at the time of policy review to determine the prevalence of bullying behaviour in school and assess the effectiveness of school's policies and procedures.
- Monitoring information is reported to a school governor representative, with responsibility for all matters pastoral, on a termly basis. There were no negative comments received from all three learner councils consulted in the design of this policy.

This policy has continued to be reviewed annually with no amendments yet to be suggested by learners.

Interventions and Support

Interventions coordinated by the Anti-Bullying Team may include:

- Restorative approaches
- Pastoral check-ins
- Behaviour support plans
- Parent/carers meetings
- Risk assessments
- Therapeutic referrals
- Multi-agency involvement

All actions are reviewed to ensure bullying has stopped and learners feel safe.

Bullying Beyond the School Gate

Bullying occurring in the community or online is treated with equal seriousness. Where appropriate, the school will liaise with parents/carers, external agencies, and the police.

Monitoring and Evaluation

- Regular assemblies and PSHE input
- Learner council consultation
- Annual learner and parent surveys
- Termly governor reporting

Staff Training and Support

- Annual anti-bullying training for all staff
- Induction training for new staff
- Ongoing updates following policy review

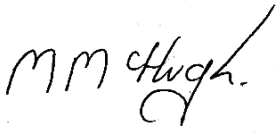
Policy Development and Review

This policy was developed in consultation with:

- Learners
- Staff
- Parents/carers
- RESPONSE – Newcastle Action Against Bullying Service

It is reviewed annually.

Signed on behalf of the Board:

A handwritten signature in black ink, appearing to read "M McHugh". The signature is written in a cursive, flowing style.

Michael McHugh (Chairperson of the Board)

Date: January 2026