

Holy Trinity C. of E. Primary School, PTA

Bullying & Harassment Policy

1. Policy Statement

Holy Trinity PTA is committed to creating a welcoming, respectful, and inclusive environment for all its members, volunteers, school staff, and the wider community. Bullying and harassment of any kind will not be tolerated.

2. Scope

This policy applies to all members of the PTA, including committee members, volunteers, and anyone involved in PTA activities, whether on or off school premises, in person or online.

3. Definitions

- Bullying is repeated, intentional behaviour that causes physical or emotional harm, distress, or humiliation. This includes verbal abuse, spreading rumours, excluding others, or intimidating behaviour.
- Harassment is unwanted conduct affecting the dignity of an individual. It may be related to age, gender, race, disability, religion, sexual orientation, or any other personal characteristic. It can include jokes, insults, or inappropriate comments.

4. Examples of Unacceptable Behaviour

- Verbal abuse, including shouting or swearing
- Persistent criticism, belittling, or undermining someone
- Spreading malicious rumours
- Excluding individuals from conversations or activities
- Inappropriate or offensive messages, emails, or social media posts
- Unwanted physical contact or advances

5. Reporting Concerns

Any member who experiences or witnesses bullying or harassment should report it as soon as possible to the PTA Chair or another committee member they trust. Reports will be handled sensitively and confidentially.

6. Responding to Incidents

- All complaints will be taken seriously and investigated promptly.
- The PTA Committee will ensure fairness to all parties involved.
- Where appropriate, a meeting will be held with those involved to discuss the issue and agree a resolution.
- In serious cases, individuals may be asked to step down from their role or be excluded from PTA activities.

7. Support

Support will be offered to anyone affected by bullying or harassment. The PTA may also signpost individuals to further support services or involve the school leadership where necessary.

8. Review

This policy will be reviewed annually by the PTA Committee and updated if necessary.

Approved by: [PTA Chair Name]

Date: [Insert Date]

Review Due: [Insert Date One Year Later]