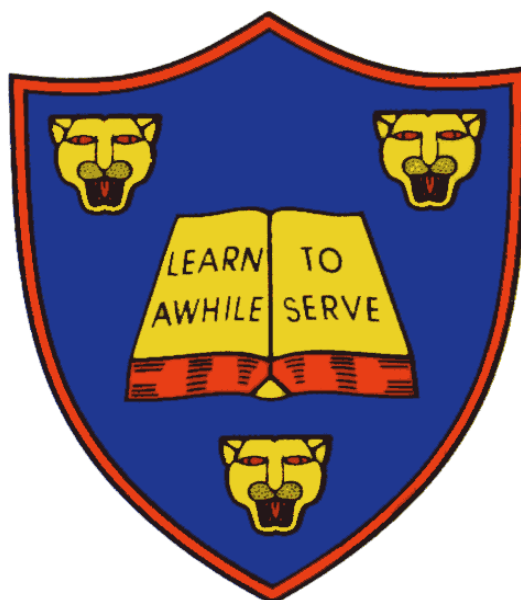


STRATFORD UPON AVON PRIMARY SCHOOL



Anti-Bullying Policy

Date adopted by Governors:	July 2024
Date for policy review:	July 2025
Person responsible for review:	Head Teacher
Signed by Chair of Governors	July 2024

STATEMENT OF INTENT

We are committed to encouraging positive working relationships, by providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Stratford upon Avon Primary School. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. All children are to be treated with dignity and respect whilst at school.

We have a whole school approach to anti-bullying. The senior lead responsible for co-ordinating the approach to anti-bullying in our school is Mrs G Humphriss – Head Teacher. Mrs Humphriss works closely with the SENDCo Ms T Parton and Year 6 Teacher Mrs S McCormack to co-ordinate a whole school approach to anti-bullying. It is our intent that all incidents of bullying are reported to our local governing body and our safeguarding lead for the trust through our Self Evaluation Form.

ANTI- BULLYING

How can I stop bullying (*Anti-bullying code*)

Don't: *Take part in the bullying*

Don't: *Get involved, tell an adult*

Don't: *Ignore bullying*

Do: *Listen if somebody tells you they are being bullied.*

Do: *Encourage them to tell an adult what has been happening or offer to go with them to talk to a teacher or an adult or offer to tell an adult for them.*

Bullying is a continuous deliberate harassment or aggression which causes distress to an individual or a group. This can be either physical or psychological and can be inflicted by either one person or a group of people.

Bullying may include a persistent repetition of one or more of the following:

- *Being hit, kicked, pinched, spat at or threatened*
- *Being called names continuously*
- *Being made a fool of*
- *Being teased continuously*
- *Being the victim of rumours or malicious gossips*
- *Having property destroyed or spoilt*
- *Having property taken without consent*
- *Being socially excluded*
- *Receiving racial taunts, graffiti and gestures*
- *Receiving unwanted physical contact or abusive comments*

Objectives

- *To provide a welcoming, safe, secure environment for pupils in and around school.*
- *To bring pupils to an understanding of the difference between acceptable and unacceptable behaviour.*
- *To promote responsible behaviour and self-discipline throughout the school*
- *To encourage pupils to respect themselves, fellow members of the community and property.*
- *To ensure our pupils believe in democracy and respect all voices in society, no matter what their faith or belief.*
- *To educate against prejudices.*
- *To provide sensitive and immediate support for pupils who are distressed by the actions of another pupil or other pupils.*
- *To provide appropriate support for the bully in adapting their behaviour.*

Procedure

Children can report bullying in a number of ways:

- Speak to a trusted adult in the school as per their network of 5
- Speak to Mrs Humphriss as the Headteacher and Lead DSL and advocate for anti-bullying
- Ask a friend to tell a trusted adult
- Put a message in their worry box in their classroom
- Speak to a family member and ask them to speak to the school
- Write a message to their class teacher or trusted adult
- Through a regular pupil survey flag a message

When a member of staff becomes concerned or is made aware that bullying may be taking place, it is immediately shared with all members of staff and recorded on CPOMs and assigned to a member of the safeguarding team. It is then followed up in the following way:

- *All pupils involved are monitored by staff and the class teacher gathers monitoring evidence.*
- *The evidence is shared with parents.*
- *If concerns are not substantiated no further action is taken.*
- *However, substantiated incidents will be discussed with a senior member of staff and the parents of the pupils involved.*
- *Class teacher, senior member of staff and parents work together to implement strategies to resolve the situation (see below)*
- *Strategies are monitored by the class teacher and senior member of staff.*
- *Strategies and minutes of meetings are kept on CPOMs.*

Strategies to resolve issues of bullying

Strategies employed will be appropriate to the incident being monitored and will include one or more of the following:

Both the victim and the bully will be given support in order to resolve the situation and bring about significant change.

- *Obtaining an apology from the bully / bullies to the victim.*
- *Providing opportunities for mediation meetings between the bully and the victim.*
- *Imposing sanctions against the bullies (see positive behaviour policy)*
- *Sometimes the victim (with support from a teacher) may decide the sanction*
- *Insisting on the return of the "borrowed" or stolen items*
- *Holding lessons, class or group discussions, assemblies about bullying.*
- *Implementing a series of circle times.*
- *Providing a safe place / environment during school hours for the victim as appropriate.*
- *Encouraging the bully to change his / her behaviour with guidance and support.*
- *Teaching the other children who were bystanders that this is just as bullying if they don't do anything about it.*
- *In cases of extreme bullying, advice will be sought from support services and fixed term suspension will be considered.*

Staffing and Supervision

We have high expectations of behaviour at Stratford Primary School and staff routinely take an active interest in the behaviour of all pupils both in the classrooms and around the school. We foster a culture of shared responsibility, everyone working together for the wellbeing of our pupils. Together we strive for best practices and believe that through our high level of commitment the children are well supervised at all times. We supervise movement around the school and have two adults on playground duty in each playground. A member of the Senior Leadership Team will regularly join pupils on the playground to monitor behaviour and support vulnerable pupils.

Preventative Measures

- *In order to prevent bullying the following measures are taken:*

- We use a variety of resources to support staff and children in teaching children about anti-bullying (example– United Against Bullying, Anti-Bullying Alliance)
- Assemblies are used to teach children about our ‘One School Rule of Respect’ and how to deal with behaviour which might be bullying
- Online safety and how to stay safe online is taught through our computing programme. Regular messages are shared with families through our newsletter and our website. We take part in Safer Internet day and use assemblies to teach children key messages.
- Online safety also forms part of our PSHE programme Jigsaw
- Children are taught how to stay safe in school, at home and on journeys to and from school
- Messages through our newsletter and website are shared with parents and families on how to identify bullying.
- All staff are vigilant and observe behaviour and social relationships between pupils in class, at break times and when moving around the school.
- All staff recognise that they have a collective responsibility to all the children in the school.
- Staff will immediately share concerns with other staff if they suspect an incident of bullying and begin the process of monitoring those concerned.
- All staff act as role models and establish high standards of behaviour between themselves, showing courtesy to each other, visitors and the children.
- Lessons are structured so that children are grouped in a variety of ways
- Children are encouraged to tell a member of staff if they have a concern.
- Posters to encourage respectful behaviour are displayed around the school.
- The School Council regularly survey pupils to gain an understanding of how safe they feel.

Monitoring

- Regular pupil surveys will be used to monitor how our anti-bullying policy and strategies are working in school
- Governors and Safeguarding Lead for the Trust will monitor number of reported bullying incidents and through reviews check that the school is reporting effectively and preventing bullying
- School Council will survey their peers every half term and feedback to the senior leadership team
- All staff will participate in regular monitoring of the playgrounds, corridors and classrooms to ensure that children are given every opportunity to share how they feel.
- Curriculum will be assessed yearly to ensure that children are taught preventative messages to stay safe online and in person.

Further Information

- i If a parent becomes involved they are offered the “Say No to Bullying”, a handbook for parents from Future Link Publishing.
- ii It is not bullying when two children of approximately the same age and strength have the occasional dispute.
- iii Each incident will be treated with the utmost respect for all concerned and dealt with sensitively by staff.
- iv Governors and the trust are kept continually informed regarding behaviour within school.

Signs and Symptoms

A child may indicate by signs of behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school/public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence

- *starts stammering*
- *attempts or threatens suicide or runs away*
- *cries themselves to sleep at night or has nightmares*
- *feels ill in the morning*
- *begins to perform poorly in school work*
- *comes home with clothes torn or books damaged*
- *has possessions go “missing”*
- *asks for money or starts stealing money (to pay bully)*
- *has dinner or other monies continually “lost”*
- *has unexplained cuts or bruises*
- *comes home starving (money/lunch has been stolen)*
- *becomes aggressive, disruptive or unreasonable*
- *is bullying other children or siblings*
- *stops eating*
- *is frightened to say what’s wrong*
- *gives improbable excuses for any of the above*

THESE SIGNS AND BEHAVIOURS COULD INDICATE OTHER PROBLEMS and ARE NOT EXHAUSTIVE, BUT BULLYING SHOULD BE CONSIDERED A POSSIBILITY AND SHOULD BE INVESTIGATED.

This policy should be read in conjunction with:

Positive Behaviour Policy, Safeguarding Policy, SEND policy, Acceptable Use, Online Safety Policy

Inclusion Statement

At Stratford upon Avon Primary School, we are committed to offering an inclusive curriculum to ensure the best possible progress for all of our pupils whatever their needs or abilities.

Pupils have Special Educational Needs if they have a learning difficulty which calls for special educational provision to be made for them. Pupils with a disability have special educational needs if they have any difficulty in accessing education and if they need any special educational provision to be made for them, which is anything that is additional to or different from what is normally available in schools in the area.

At Stratford upon Avon Primary School we undertake the duties, including in relation to **this policy**:

- Not to treat disabled pupils less favourably for a reason which relates to their disability
- To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage
- To do our best by all disabled members of our school community in relation to the requirements of this particular policy

Equality & Diversity Statement

Stratford Primary School fully recognises its duty to comply with equality and diversity legislation as per Equality Act 2010. The school’s aims in relation to equality and what it will do to ensure that equality is fully embedded in practice and reviewed annually. The school fully acknowledges its responsibilities in terms of equality issues in relation to gender, age, race, disability, religion or belief, sexual orientation and gender reassignment, including in relation to **this policy**.

Stratford upon Avon Primary School is firmly committed to equality and diversity, and when carrying out our functions, we shall have due regard to the need: to eliminate unlawful discrimination and harassment; to promote equality of opportunity between all genders.