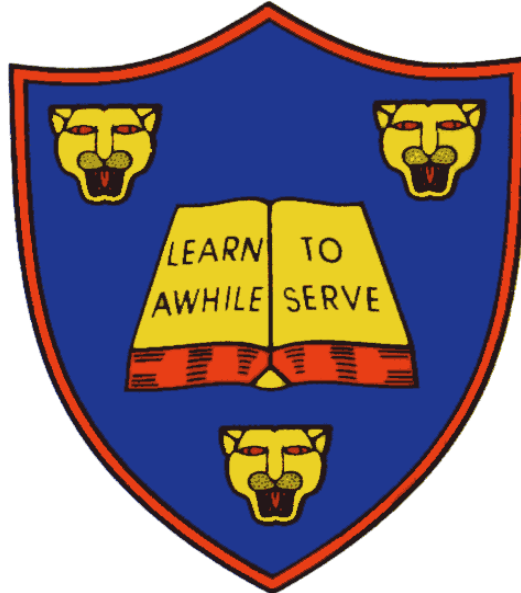


STRATFORD PRIMARY SCHOOL



Anti-Bullying Policy

Date adopted by Governors:	December 2021
Date for policy review:	December 2022
Signed by Chair of Governors	December 2022

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 Primary. 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.

This policy should be read in conjunction with our Online Safety Policy, Positive Relationships Policy and Peer on Peer Abuse Policy.

Objectives

- To show kindness and respect
- To maintain a school environment free from any form of bullying
- To understand that we all have the right to feel safe, valued and respected, and to learn free from the disruption of others
- To help each other to take responsibility for our actions
- To always be kind, caring and helpful to others
- To promote responsible behaviour free from any form of discrimination
- To promote equality and educate against prejudice
- To provide sensitive and immediate support for pupils who are distressed by the actions of another pupil or pupils
- To provide appropriate support for the perpetrator in adapting their behaviour

What is bullying?

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 gossip
- 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
- Receiving unwanted / abusive comments e.g. cyber-bullying, use of mobile phones / social media / game stations

It is not bullying when two children of approximately the same age and strength have the occasional dispute. All incidents will be treated with the utmost respect for all concerned and dealt with sensitively by staff. Governors are kept continually informed regarding behaviour within school.

Signs and Symptoms

A child may indicate by signs of behaviour that s/he is 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
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- 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 the perpetrator)
- 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

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.*

Procedure

When a member of staff becomes concerned or is made aware that bullying may be taking place, it is recorded / logged on CPOMS. It is then followed up in the following way:

The class teacher investigates first to substantiate the allegation

A member of SLT may also investigate the allegation to substantiate the facts before contacting 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 to resolve issues of bullying

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

- 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 Relationships 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.
- In cases of extreme bullying, advice will be sought from support services and fixed term exclusion will be considered.

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

Staffing and Supervision

We have high expectations of behaviour at Stratford Primary 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. 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:
- 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 and children’s Safeguarding Committee regularly survey pupils to gain an understanding of how safe they feel.

THESE SIGNS AND BEHAVIOURS COULD INDICATE OTHER PROBLEMS, BUT BULLYING SHOULD BE CONSIDERED A POSSIBILITY AND SHOULD BE INVESTIGATED.