



## Stamfordham Primary School Anti-bullying Policy

### **Introduction**

Bullying can happen to anybody.

Bullying is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

This can take many forms including:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)
- racist
- sexual
- homophobic
- transphobic

### **Aims and objectives**

As a school, we do everything we can to prevent bullying. 'Nurturing' is one of our core values and we make it very clear to our pupils and families that any form of bullying is unacceptable and will not be tolerated. We aim to provide a safe environment for all our pupils where they can learn and thrive. This policy aims to produce a consistent school response to any bullying incidents that may occur.

### **Preventing Bullying**

We foster a clear understanding that bullying, in any form, is unacceptable. We do this by:

- Using assemblies and PSHE lessons to teach children the differences between relational conflict and bullying
- Building a positive ethos based on respecting and celebrating all types of difference in our school
- Creating a safe and happy environment with consequent positive relationships that have an impact on learning and achievement
- Having a positive ethos that all staff, parents and pupils understand

- Providing assurances to pupils that they will be listened to and any concerns will be dealt with
- Taking part in National initiatives such as Anti-Bullying Week
- Healthy relationships and NSPCC workshops
- Raising awareness of online bullying through our Computing curriculum (Project Evolve) and work on E-Safety
- Ensuring Diversity is valued and everybody is included in our school

## Reporting Bullying

In school, pupils are encouraged to talk to staff if they have worries or concerns. Pupils are encouraged to report bullying to:

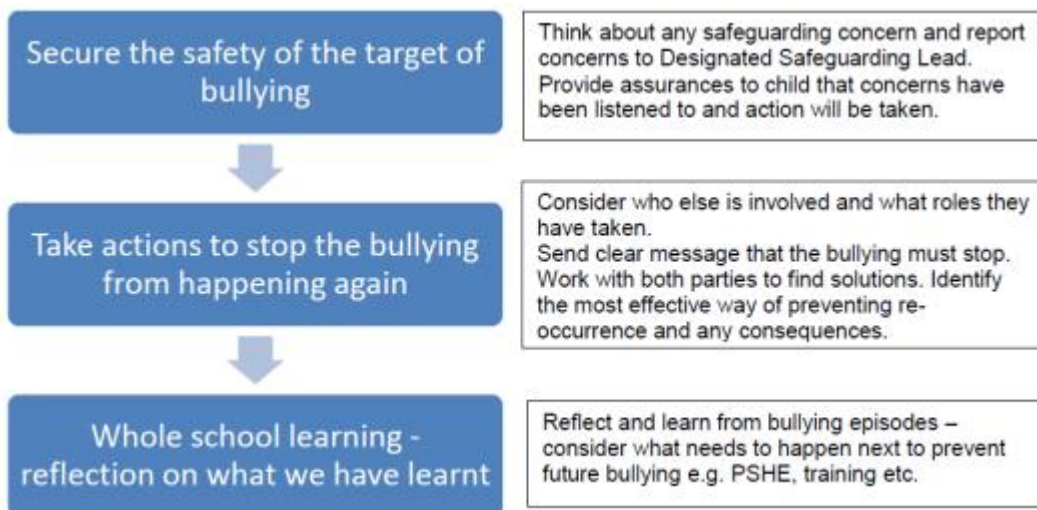
- A trusted adult
- Their class teacher / TA
- A friend

Each class also has a 'Worry Monster' where pupils can leave a written note if they do not feel confident speaking to an adult.

When bullying has been reported, staff should **LISTEN** and **BELIEVE**.

## Responding to Bullying

If an incident of bullying is reported, the school should follow the following flow chart:



## The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governors support the school in dealing with any incidents of bullying, ensuring that they are taken seriously and dealt with appropriately. The governing body monitors any incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

## **The role of the headteacher**

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request. The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. He / She also ensures that pupils understand the different kinds of bullying and how to keep themselves safe.

The headteacher also ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

## **The role of the teacher**

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep records of behaviour for the pupils in their class and report incidents of bullying to the headteacher. If a child is being bullied, teachers will do all that they can to support them and will be in regular contact with the child's parents or carers. Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

## **The role of parents**

Parents who are concerned that their child might be being bullied or have concerns that their child may be bullying another child should contact the school immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **Monitoring and review**

This policy is monitored on an ongoing basis by the headteacher who reports to governors about the effectiveness of the policy on request. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying records, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Policy Date: December 2023

Approved by Governors: 7/12/23

Due for review: December 2024