



Shakespeare

Primary School

Anti-Bullying and Harassment Policy

2023-2025

Bullying is a reality and the staff of Shakespeare Primary School understand the importance of acknowledging this.

We regard bullying as particularly serious and always take firm action against it.

We encourage parents to foster respect for others in their children.

We encourage children to work against it and to report any incidents of bullying.

Shakespeare Primary School's definition of bullying:-

- Deliberately hurtful behaviour in person or online.
- Any behaviour where a person with more power uses that power to hurt a person with less power.
- The behaviour has to happen on more than one occasion to be bullying.

Incidents of bullying can include:-

Threats of violence

Teasing

Sexist behaviour

Sexual harassment

Sexual violence

Taking belongings

Spreading nasty stories

Mimicking

Disrupting games in the playground

Name-calling

Physically violent acts

Demanding money or materials by force

Ignoring

Racist behaviour

Ridiculing

A group of pupils picking on an individual

Damaging property of others

Online attacks

Trolling

STAFF PROCEDURE FOR DEALING WITH REPORTED INCIDENTS OF BULLYING.

1. BE AVAILABLE

Break the code of secrecy. Make it known that you are ready to listen. Provide immediate support.

“You have the right to come to this school and feel safe and happy. Tell me what has been happening to you”

2. INVESTIGATE

Investigate every incident as soon as possible; interview all parties individually at first to avoid intimidation and to produce an accurate report.

“I’ve heard that Paul has been feeling scared and unhappy recently. What do you have to say about that?”

3. RECORD

Record every incident on the school’s Behaviour Database form with specific written reference to actual bullying behaviour and keep other written evidence. Lunchtime supervisors will record any incidents of unacceptable behaviour in writing.

4. VERBALLY RESPOND

Children to be referred back to the school behaviour and discipline policy (i.e. “to show respect to school staff, parents/carers and each other”), and reminded of the school aims.

“Our school rules encourage us to show respect for each other, and everyone has a right to feel safe and secure in our school environment.”

5. FOLLOW UP

Show that you have a committed position on bullying by following up an incident at a pre-arranged time. This will show both parties that the school supports them and wants to encourage positive behaviour.

“Perhaps we can all meet together this time next week and see how things have been going”

ADDITIONAL PROCEDURE

Serious or excessively persistent bullying, or any evidence of “gang” intimidation, Cyber bullying, prejudice-based and discriminatory bullying will be referred to the Lead for Inclusion, Deputy Head Teacher or Head Teacher.

As with any serious or persistent misbehaviour the parents will be informed. Parents of both parties will be invited to school to discuss the situation individually, in the first instance.

WHOLE SCHOOL STRATEGIES TO REDUCE BULLYING BEHAVIOUR

1. Home-School agreement reinforcing expectations and support between school, parents/carers and child.
2. Lunchtime supervisor training on how to respond to and record incidents.
3. Raising awareness of bullying and offer practical strategies for dealing with it
4. Use of PSHE in all year groups to:-
 - a) develop self-esteem and confidence
 - b) promote positive relationships with others, respecting the differences between people
 - c) develop effective skills of co-operation and communication.

5. Partnerships will be nurtured with external agencies E.g D:Side. West Yorkshire Police etc in order to deliver high quality lessons for all pupils on bullying, Cyber bullying, prejudice-based and discriminatory bullying.

Anti Bullying will be a regular theme for our assemblies to highlight its importance. Anti-Bullying fortnight and other local and national campaigns will be engaged without throughout the school year to ensure the school wide anti-bullying message remains clear.

Sexual Violence and Sexual Harassment

Sexual violence and harassment are behaviours that Shakespeare Primary School has a zero-tolerance approach to. They are never acceptable and will not be tolerated. They will be dealt with with the same level of importance that all bullying or harassment incidents are dealt with. The following points provide further guidance and clarity as to how staff will respond.

- Shakespeare Primary School will respond appropriately to all reports and concerns about sexual violence and/or sexual harassment both online and offline, including those that have happened outside of the school.
- We will respond appropriately to support children who sexually harm their peers, in ways which are inclusive and support children to address their behaviours as opposed to punitive measures which focus solely on containing behaviours causing concern.