



# Shakespeare

Primary School

## Shakespeare Primary School

### Anti-Bullying and Harassment Policy

### 2025 2027

Introduction

At Shakespeare Primary School and Nursery, we believe that positive relationships, emotional wellbeing, and social skills are the foundation for excellent behaviour and successful learning. This policy outlines our whole-school approach to building a safe, respectful and inclusive learning environment, where all pupils and staff feel valued, connected, and supported.

This policy outlines the approach of school to preventing, identifying, and responding to bullying and harassment. We are committed to providing a safe, inclusive, and respectful environment where all pupils feel valued and protected. This policy works in collaboration with the *Relationships, Behaviour and SEL Policy 2025 2027*.

## Legal and Strategic Framework

This policy is informed by:

- DfE Behaviour in Schools Guidance (2022)
- Keeping Children Safe in Education (2025)
- The Equality Act (2010)

## Aims of the Policy

- To ensure all pupils feel safe and supported.
- To prevent all forms of bullying and harassment.
- To respond effectively to incidents.
- To promote a culture of respect, kindness, and inclusion.

## Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Forms of bullying include:

- Physical (hitting, kicking, pushing)
- Verbal (name-calling, insults)
- Social (excluding others, spreading rumours)
- Cyberbullying (via phones, social media, or online platforms)
- Prejudice-based bullying (related to protected characteristics such as race, religion, gender, disability, or sexuality)

## Definition of Harassment

Harassment is unwanted behaviour that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

## Safeguarding

Bullying and harassment may constitute a safeguarding concern where:

- There is serious harm or risk of harm
- It involves child-on-child abuse
- It includes sexual violence or sexual harassment
- It is linked to exploitation, coercion, or harmful behaviours

All staff recognise that:

- Bullying can be a form of child-on-child abuse
- Incidents must be recorded and, where appropriate, reported to the Designated Safeguarding Lead (DSL) or a designated member of the Safeguarding Team
- Early intervention is essential

## Sexual Harassment

The school recognises that sexual harassment and sexual violence can occur between children of any age and sex and will be taken seriously.

Sexual harassment may include:

- Sexual comments or jokes
- Physical behaviour such as deliberately brushing against someone
- Online sexual harassment (e.g. sharing images, messages)
- Sexualised name-calling

The school will:

- Treat all such incidents as safeguarding concerns
- Ensure victims are taken seriously, supported, and kept safe
- Avoid normalising or dismissing behaviours as “banter” or “part of growing up”
- Not tolerate or accept sexual harassment or violence as inevitable

All staff recognise that:

- Sexual harassment and violence can happen both inside and outside school
- A child who is harmed is likely to find the experience distressing and may require ongoing support
- Responses must be proportionate, appropriate, and centred on the needs of the victim

All incidents will be:

- Reported immediately to the Designated Safeguarding Lead (DSL) or a designated member of the Safeguarding Team
- Recorded in line with safeguarding procedures
- Managed in accordance with KCSIE 2025 guidance

The DSL will consider:

- The wishes of the victim
- The nature and seriousness of the incident
- Whether external agencies (e.g. Children's Social Work Services, West Yorkshire Police, etc.) need to be involved

## Roles and Responsibilities

All staff are expected to:

- Promote positive behaviour.
- Identify and respond to bullying promptly.
- Record and report incidents.

Senior Leaders and the Pastoral Team will:

- Ensure the policy is implemented and reviewed.
- Support staff in dealing with incidents.

Pupils are expected to:

- Treat others with kindness and respect.
- Express feelings in safe and appropriate ways.
- Take responsibility for their words, choices and actions.
- Report concerns to a trusted adult.
- Work to repair harm and restore relationships.

Parents and Carers are expected to:

- Support the school's approach.
- Report concerns promptly.

## Prevention Strategies

A range of preventative strategies are used in school to reduce the incidence of bullying and harassment. These include:

- An embedded SEL approach in school (Social and Emotional Learning).
- A PSHE curriculum which covers the National Curriculum for PSHE and includes regular lessons on bullying and discrimination.
- A planned sequence of assemblies and promotion of national awareness campaigns, including Anti-Bullying Week.
- The school's Golden Rules and the Shakespeare Promise.
- Staff training on bullying and harassment, including child-on-child abuse.
- Carefully planned playground supervision.

- An established Pastoral Team who are additionally trained in delivering check-ins, friendship groups, ELSA (Emotional Literacy Support Assistant), Lego Therapy, Emotion Coaching and Zones of Regulation.
- Safe and Happy boxes on each corridor for children to report worries.
- The school's Communication Team (School Council)
- Involvement of external agencies such as West Yorkshire Police, D:Side

## Reporting Bullying

Pupils and parents can report concerns to:

- Class teachers
- Senior Leadership Team
- Designated Safeguarding Lead (DSL)
- Pastoral Team

Reports will be taken seriously and handled confidentially.

## Support for Pupils

The school will provide:

- Emotional support and pastoral care
- Safe spaces and trusted adults
- Restorative conversations
- Referral to external agencies where necessary

Particular consideration will be given to vulnerable pupils, including those with protected characteristics.

## Recording and Monitoring

- All incidents are recorded on SIMs, including prejudice-based bullying. Racist incidents are also reported to Stop Hate UK.
- Incidents which involve a safeguarding concern are also recorded on CPOMs.
- The Senior Leadership Team regularly monitor bullying and harassment data to identify trends and put in systems in place to reduce incidents.