



WEST GRANTHAM

Church of England Primary Academy

17 October 2022

To whom it may concern,

At the West Grantham Church of England Primary Academy we take a zero tolerance approach to bullying within our school family. Our vision and values underpin every aspect of school life, ensuring that we show integrity and love for one another.

Our behaviour and anti-bullying policies have both been ratified by our Interim Executive Board, and are regularly reviewed to ensure consistency in application. Our Anti-bullying policy was shared with stakeholders, following this a parental survey was conducted where 91% of parents stated that they believed that any bullying incidents were dealt with promptly and effectively (please see attached survey). A key adaptation to our behaviour policy is the focus on the need for restorative practice and for education into why certain behaviours are unacceptable (Case study – Child B displaying sexualised behaviours).

As a senior leadership team we regularly quality assure the application of both policies through rigorous monitoring (please see attached surveys and feedback from parents). The senior leadership team are present at the beginning and end of each school day, along with break and lunchtimes.

A parental survey was conducted in March 2022, the results highlight that 97% of the parents surveyed have stated that our school makes sure that children are well behaved. In addition, 93% shared that they either agreed or strongly agreed that their child was safe in school. Pastoral drop-in sessions for parents have begun this academic year, and as a school we pride ourselves on early intervention for families, providing practical support and signposting to other agencies.

In order to increase capacity in school we introduced a pastoral team in November 2021. The team is led by an inclusion lead who is also a deputy designated safeguarding lead, who manages incidents and deploys her team effectively to support children in need of additional pastoral support. This has had a positive effect on children's mental health and well-being. A weekly inclusion meeting takes place with a range of practitioners within school; safeguarding leads, attendance manager and pastoral team members. Within the meeting CPOMS (our electronic recording system) records are analysed and key actions are directly produced and actioned as a result. Behaviour incidents are analysed weekly and this informs individual and group work that is then completed. If there is a key behaviour that is occurring regularly this directly informs the whole school PSHE weekly collective worship theme, hence addressing key issues immediately.

A whole school review was conducted by Chief Executive Officer of the Trust along with a key advisor to SNMAT trust. During the review in June 2022 it was found that pupils were confident that they can speak to teachers about their problems and that they are clear that staff treat bullying seriously. All pupils that were spoken to stated that they felt safe and well cared-for. It was highlighted that pupils remember key information from the PSHE lessons they receive each week. Two children shared this statement with one inspector 'you know that we have our family, we are like a family here'.

If you require any further information please do not hesitate to make contact. I hope that the contents of this letter and the attachments offers reassurance that cases of bullying are addressed immediately and with a focus on a child's mental health and well-being at the core of our approach.

Appendix:

- Behaviour policy
- Anti-Bullying Policy
- Parental Survey results
- Anti-Bullying Questionnaire results
- PSHE Collective Worship Examples

WEST GRANTHAM CHURCH OF ENGLAND PRIMARY ACADEMY

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Executive Principal: Anna Martin Headteacher: Natalie Smyth



Yours sincerely

A handwritten signature in blue ink, appearing to read 'N58myth.', with a stylized, cursive-like script.

Mrs Natalie Smyth
Headteacher