



St Nicolas CE Primary School
ANTIBULLYING POLICY

HEADTEACHER SIGNATURE:

A. Spoon

GOVERNOR SIGNATURE:

S. Mansel

DATE ADOPTED:

March 2025 (FGB)

DATE FOR REVIEW:

March 2027

Additional notes:

Homophobic bullying which was a separate policy is now incorporated into this policy

Cross reference with the following policies:

- Behaviour Policy
- Safeguarding Policy

St Nicolas School – Anti-bullying Policy

Introduction and Aims

At St Nicolas School, we are committed to working with children, staff, governors and parents/carers to create a school environment where similarities are identified and celebrated, difference is valued and nurtured, and bullying, harassment and violence are never tolerated. This policy aims to help both prevent and tackle bullying in equal measure.

We take a strong stance against bullying of any type, since it indicates a lack of appreciation for the feelings of others. We believe that children have the right to be safe in and out of school and to be protected if feeling vulnerable. We aim to create an environment where pupils can grow and flourish without fear, living life to the full.

Bullying of any kind is unacceptable and will never be tolerated at our school.

As stated in the home/school agreement, we expect our children to be:

- trying their best and ready to learn
- behave well and be polite and helpful to others
- following the school and class rules
- polite, friendly and show respect to other children and all adults
- looking after others
- taking responsibility for themselves and their actions

We actively encourage every child to embrace and live by the above values, thereby developing knowledge, skills and attitudes which enable them to develop as reflective learners and grow to be stable, educated, respected and respectful adults in modern Britain. It is our duty to prepare every child for what will be expected of them by society, their secondary school, workplace or further study setting.

The purpose of this policy is to ensure a consistency of approach to hurtful behaviour and bullying within our school community. While we must understand that we are all individuals, everybody has the right to feel safe, all of the time.

While bullying and making mistakes is a fact of life, bullying will not be tolerated in or outside of our school.

This policy should be read in conjunction with the following school policies:

- Behaviour Policy
- E-Safety / Cyberbullying Policy
- Equalities Policy
- Exclusions Policy
- Relationship and Sex Education Policy
- Safeguarding Policy
- SEND Policy

What is bullying?

“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face and online.”

- Anti-Bullying Alliance

Table 1: Source - Psychology Today



When someone says or does something *unintentionally* hurtful and they do it once, that's
RUDE.

When someone says or does something *intentionally* hurtful and they do it once, that's
MEAN.

When someone says or does something *intentionally* hurtful and they *keep doing it*—even when you tell them to stop or show them that you're upset—that's
BULLYING.

Whether intended or not, hurtful behaviour must be challenged.

Everybody has the right to feel safe.

No form of bullying will be tolerated in our school and all incidents will be taken seriously.

At St Nicolas we recognise that there is no 'hierarchy' of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. We understand that bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods. We understand that all children have disagreements with each other and friends fall out for a time. This is not usually bullying. However, whether intended or not, hurtful behaviour must be challenged. Everybody has the right to feel safe.

Below are some factors that can make people vulnerable to bullying:

When dealing with bullying-related incidents, schools must refer to the Equality Act 2010 and the 9 protected characteristics within it.

Children and young people who are at most increased risk of being the victims or perpetrators of bullying can be those who:

- are in foster care or residential homes (Children We Care For)
- are understood to be at risk from a range of safeguarding or Child Protection issues – e.g. organised crime groups
- have specific special educational needs – e.g. Autism
- have a disability or impairment
- are from minority ethnic backgrounds
- are refugees or asylum seekers
- start school or an activity group mid term
- are, or are perceived to be, gay, lesbian, bisexual, transgender or questioning of their sexuality or gender
- speak a first language other than English
- are young carers

- have suffered bereavement
- have suffered domestic violence
- have experienced physical or emotional trauma
- have a parent that was a victim of bullying
- experienced poverty or deprivation
- are perceived as different in some way

Types of bullying:

Bullying behaviours can include:

The repeated negative **use of bodily contact** to intentionally hurt others.

- Physical harm – e.g. hitting, kicking, tripping up, spitting, taking or damaging property, use of threat or force in any way, intimidation or demands for money or goods.

The repeated negative **use of speech, sign language, or verbal gestures** to intentionally hurt others.

- Verbal harm – e.g. name calling, insulting, teasing, ‘jokes’/banter ([click here](#) to view the Anti-Bullying Alliance’s ‘Banter or Bullying?’ webpage), mocking, taunting, gossiping, secrets, threats. Reference to upsetting events - e.g. bereavement, divorce, being in care.

The repeated negative **use of actions, which are neither physical nor verbal**, to intentionally hurt others.

- Non-verbal harm – e.g. staring, body language, gestures.
- Indirect harm – e.g. excluding, ostracising, rumours and stories, emails, chat rooms, messaging phones, notes, inappropriate gestures.

The repeated negative **use of technology as a medium** to intentionally hurt others.

- Cyber harm – e.g. text messaging, instant messaging, internet chat rooms, the misuse of social media applications, the misuse of camera or video facilities (including the self-generated inappropriate images), offensive questions and nasty inbox messages.

The repeated negative treatment of another **incited by a parent/carer**.

We acknowledge that some acts of bullying will constitute a criminal offence (Bullying and the law – Anti-Bullying Alliance). In these cases, we would seek advice from local services. For example, our Police Liaison Officer, the Local Authority’s Anti-Bullying Officer and the Locality and Community Support Services (LCSS).

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school.

‘Where bullying outside school is reported to school staff, it should be investigated and acted on.’

(DfE Preventing and Tackling Bullying, p.6)

For more information, refer to the below Department for Education (DfE) publications:

- Bullying outside school
- Preventing and Tackling Bullying (advice for schools, including advice on cyberbullying)
- Education and Inspections Act (2006)

Bullying can take place on the way to and from school, before or after school hours, at the weekends, during the holidays and in the wider community. The nature of cyberbullying means that it can impact on pupils' well-being beyond the school day. Staff, parents/carers and pupils must be vigilant to bullying outside of school and report it in the same way that they would if they witnessed bullying in school.

We will follow the same procedures (see 'Dealing with an Incident') when it becomes apparent that bullying outside of school is affecting members of our school community. However, if the individual or group causing harm to a member of our community does not attend St Nicolas School, we will seek advice and guidance from local services (e.g. Schools, Police, Children's Social Care) to ensure action is initiated to address the bullying behaviour.

Possible indicators of bullying

We recognise that the following behaviours may suggest that someone is being bullied:

- disturbed sleep
- bed-wetting
- head and stomach aches
- problems with concentration
- changes in behaviour and attitude
- school refusal
- bullying other children
- damaged or missing clothes / money / property
- asking for more money than usual or stealing money
- withdrawn or changes in their usual behaviour patterns or attitude
- distressed or emotional and finds it hard to articulate their feelings
- changes in their eating patterns
- changes in their online activity
- shows evidence of self-harming or even for extreme cases potential suicide
- is unusually tired without a reasonable explanation
- has unexplained bruises or marks on their body - some may refuse to change for PE
- repeatedly comes to school without dinner money or a packed lunch
- seems afraid to be alone and requires more adult interaction
- This list is not exhaustive. In addition, these behaviours could also indicate other issues for which schools may refer to their Behaviour and Child Protection and Safeguarding Policies for guidance

School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- the use of our PSHE program JIGSAW, focusing in particular on anti-bullying when covering the whole school 'celebrating difference' unit

- school assemblies, particularly through our values of friendship, acceptance and equality
- cross-curricular themes focusing on relationships and bullying
- focused assemblies and learning opportunities during Anti-Bullying Week in November, help raise pupils' awareness of bullying and derogatory language
- Internet Safety Week
- pupil voice e.g. pupils discussing and monitoring bullying in school through the School Council carrying out pre-meeting and post-meeting tasks
- schools displays
- Year 6 Playground Leaders (and Year 5 Playground Leaders from Easter) support with KS1 with relationships and work alongside staff members to monitor any conflict or concerns
- circle time within classrooms that enable an instant response to any concerns or incidents that may have taken place
- all staff being trained in Generalist Safeguarding; effectively preventing and tackling all forms of bullying; reporting concerns; and where to go for help and support
- St Nicolas School's high expectations of behaviour which are promoted through our values and are displayed in every classroom and around the school each month
- the school values of equality and respect being embedded across the curriculum – we strive to be inclusive in everything that we do

Cyberbullying

What is it?

Cyber bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend themselves.

Types of Cyber Bullying:

There are 7 identified categories of cyber bullying:

- Text messaging bullying
- Picture/video clip bullying via mobile phone
- Phone call bullying via mobile phone
- E-mail bullying
- Chat room bullying
- Bullying via websites
- Bullying through instant messaging

School Policy on Cyber Bullying

Mobile phones are not used in school.

However, the school recognises that many pupils have mobile phones outside school and to that end:

- the school arranges for an assembly that is led by a school member of staff to promote e-safety.
- staff have a duty to make sure that they are familiar with their role in dealing with cyber bullying.
- victims should keep e-mails and texts as evidence for tracing and possible police action.
- the school has a code of conduct for use of the internet and access is screened by a variety of blocks which are updated regularly.
- teachers must teach safe internet use and strictly apply all school policies.

At St Nicolas we believe that parental support and understanding in safe use of the internet is an essential component in managing cyber bullying. Children should understand that they must tell an adult if they are being bullied in these ways, that they should not delete any bullying messages or texts, but they should never respond to these.

Reporting – Roles and Responsibilities

Governors

The Governing Board have a duty to ensure the school has policies in place to effectively prevent and tackle all forms of bullying and for reviewing the effectiveness of such policies.

Headteacher

It is the responsibility of the headteacher, with the support of senior leaders, to implement the school's Anti Bullying Policy consistently throughout the school and to report to governors, when requested, on the effectiveness of the policy. It is also the responsibility of the headteacher to ensure the health, safety and welfare of all children in the school, with the support of the Designated Safeguarding Lead.

The headteacher must ensure that the Anti-Bullying Policy is consistently implemented by all staff by setting the standards of behaviour expected and by supporting staff, through appropriate training, in the implementation of the policy.

The Headteacher, supported by class teachers, is also responsible for ensuring expectations of behaviours are clear to all children and that children know what to do if they or somebody else is being mistreated or bullied.

Where appropriate, the headteacher should seek advice in order to address complex cases of bullying; it is not always possible to effectively resolve every case by following the steps outlined in 'Dealing with an Incident' section. Indeed, every case will be unique.

Anti-Bullying Lead

The Anti-Bullying Lead, with the support of the headteacher is responsible for ensuring measures are in place to effectively prevent and tackle all forms of bullying.

In addition, the Anti-Bullying Lead is responsible for ensuring every member of the school community is clear on the approach to preventing and tackling bullying at St Nicolas School.

Our Anti-Bullying Lead is: Ms Evans

Staff (Teaching and Non-Teaching)/ Adult visitors

All adults encountered by the children at school have a responsibility to model and promote respectful relationships, both in their dealings with the children and with each other, as their example has a huge influence on the children. All adults have a duty to encourage positive behaviours and challenge any negative behaviours. At St Nicolas, we believe that **the behaviour we walk past is the behaviour we accept.**

All adults at St Nicolas should aim to:

- create a positive environment with high expectations;
- emphasise the importance of being valued as an individual within the group;

- promote, through example, honesty and courtesy;
- provide a caring and effective learning environment;
- encourage relationships based on kindness, respect and understanding of the needs of others;
- ensure fair treatment for all regardless of age, gender, race, ability and disability;
- show appreciation of the efforts and contributions of all.

Staff, governors and regular volunteers are trained to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If adults become aware of bullying, they should reassure the children involved that they will act, follow the steps outlined in 'Dealing with an Incident' and inform their class teacher without delay.

Pupils

All children have a duty to report bullying. If children become aware of hurtful behaviour, they should reassure the children involved that they will act and inform an adult without delay.

Role of Parents / Carers

At St Nicolas School, we aim to work closely with parents/carers so that our children receive consistent messages about appropriate ways to behave in and out of school. Behaviour expectations are clearly communicated via parent newsletters, our website and the Home/School Agreement which is reviewed annually and signed by the headteacher, parents/carers and children.

We expect all parents/carers to support their child's learning and to co-operate with the school. We work hard to build positive relationships with parents/carers and will always inform parents/carers if we have concerns about their child's welfare or behaviour.

If the school uses reasonable sanctions to manage a child's behaviour, it is essential that parents/carers support the actions of the school. If parents/carers have concerns about the way that their child has been treated, they should initially contact the class teacher. If concerns remain, parents/carers should speak with a member of the Senior Leadership Team. If after this, concerns remain, parents/carers should speak to the headteacher.

Dealing with Bullying

When bullying has been identified or reported (step 1) the following actions will be taken:

Step 2

- a. To determine whether bullying has taking place, any allegation or report is investigated. If there is clear evidence that bullying has taken place, the '5 steps of restorative practice' will be used to obtain further clarity and detail regarding the situation. As it can be difficult to identify the bully and bullied in situations of conflict, and once children are calm enough to engage in conversation, staff will work through the 5 restorative stages (which are available on their lanyard) with any child involved in conflict/bullying.

What are the '5 Steps of Restorative Practice'?

Stage 1: Tell the story - What has happened? Start from the beginning... What happened just before that?

Stage 2: Thoughts and Feelings - What were/are you thinking? What were/are you feeling? How do you think they are feeling?

Stage 3: Ripples of harm – Who has been harmed and how have they been harmed? What has been the most difficult thing for you?

Stage 4: Needs – What do you need in order to find closure? What do you need to move forward?

Stage 5: What next? What do you think will make things better? What needs to happen?

Children may initially do this on a reflection form, if emotions are running high, and then talk to staff. Appropriate next steps will be agreed (e.g. restorative meeting, letter of apology, etc.) and the class teacher and parents, of all children involved, will be notified.

b. The incident will be recorded on CPOMS without delay (see Appendix).

Step 3

If bullying has been identified, detailed records of any incidents will be logged onto CPOMS. The Headteacher will be informed of all incidents of bullying and kept updated.

A member of the SMT will meet with each individual involved to agree ongoing actions/strategies to prevent further bullying occurring. Individuals will be offered continued support/guidance through an identified point of contact. There will be an ongoing review of progress by SMT/headteacher and parents will be updated. Disciplinary action in Step 4 may be taken depending on the severity of the incident.

Should children continue to behave in a way that is hurtful to others, Step 2 will be repeated and the child causing harm will be treated in-line with the school's Behaviour Policy to safeguard any children who have been harmed by their behaviour. This may, for example, be a period of internal exclusion (1 or 2 days off the playground) and will be decided by the headteacher.

Step 4

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Payback
- Internal suspension
- External fixed term suspension
- Permanent exclusion

Step 5

Should negative behaviours persist following Step 3 intervention(s) or a serious behaviour incident, the child/children causing harm will be placed on an Inclusion Support Plan (ISP).

An ISP (see Appendix) requires positive and negative behaviours to be identified by a relevant member of staff using a QCA Behaviour Assessment (see Appendix).

The children who have been harmed should be safeguarded from the harmer until the point a meeting can be arranged with the parents/carers of the harmer. In a meeting involving school, parents/carers and the child, the behaviours causing concern must be acknowledged, possible triggers identified, and a SMART action plan put in place.

The ISP should be reviewed weekly with key adults in school.

For any children who have suffered harm, we will assess their needs and, where possible, provide in-school welfare support. For significant cases and cases that constitute a criminal offence, children can be referred to SAFE! Support for Young People Affected by Crime, with the consent of their parent/carer.

Should negative behaviours persist following the implementation of an Inclusion Support Plan (ISP), the headteacher should seek advice* to further consider how to reduce the risk of recurrence as part of a risk assessment/safety plan and implement appropriate safeguards and support for the child.

If a child reaches Step 5, the school should also work with the parents/carers to initiate an Early Help Assessment (EHA) and Team Around the Family (TAF) – multi-agency meeting - to consider what action is necessary, and in the child's best interests. Should the family refuse to engage with school in this process, the school will seek support from the Locality and Community Support Service (LCSS) to engage the family. TAF meetings should take place every 6 weeks. Progress against PSP goals should be reviewed as part of the TAF.

In all of these cases, a multi-agency meeting should be arranged to reduce the risk of exclusion:

- If a child has an **Education Health and Care Plan** you must contact your SEN Officer to discuss the risk of exclusion
- If the child is a **Looked After** you must contact the Virtual School for Looked After Children
- If the child is open to social care (**Child in Need or Child Protection**) you must contact the social worker

Safeguarding

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action.

Special Educational Needs and Disabilities (SEND)

The headteacher should take account of any contributing factors when dealing with incidents of bullying. Early intervention to address underlying causes of bullying behaviour should include an assessment of whether appropriate provision is in place to support any SEN or disability that a pupil may have. Under the Equality Act 2010, schools must not discriminate. For disabled children, this includes a duty to make reasonable adjustments to policies and practices.

Should the behaviour of a child with any SEN or disability be causing significant harm to others and there is an Education and Health Care Plan (EHCP) in place, the school must request an emergency annual review.

Recording and Reporting

St Nicolas School records incidents of bullying on CPOMs/MyConcern (see Appendix) and analyses patterns of behaviours as part of weekly Senior Leadership meetings. Reflection sheets, completed by children as part of our restorative approach, are filed in a folder which is stored in the main office. Termly feedback is made available for governors via the headteacher's report.

Pupil Voice

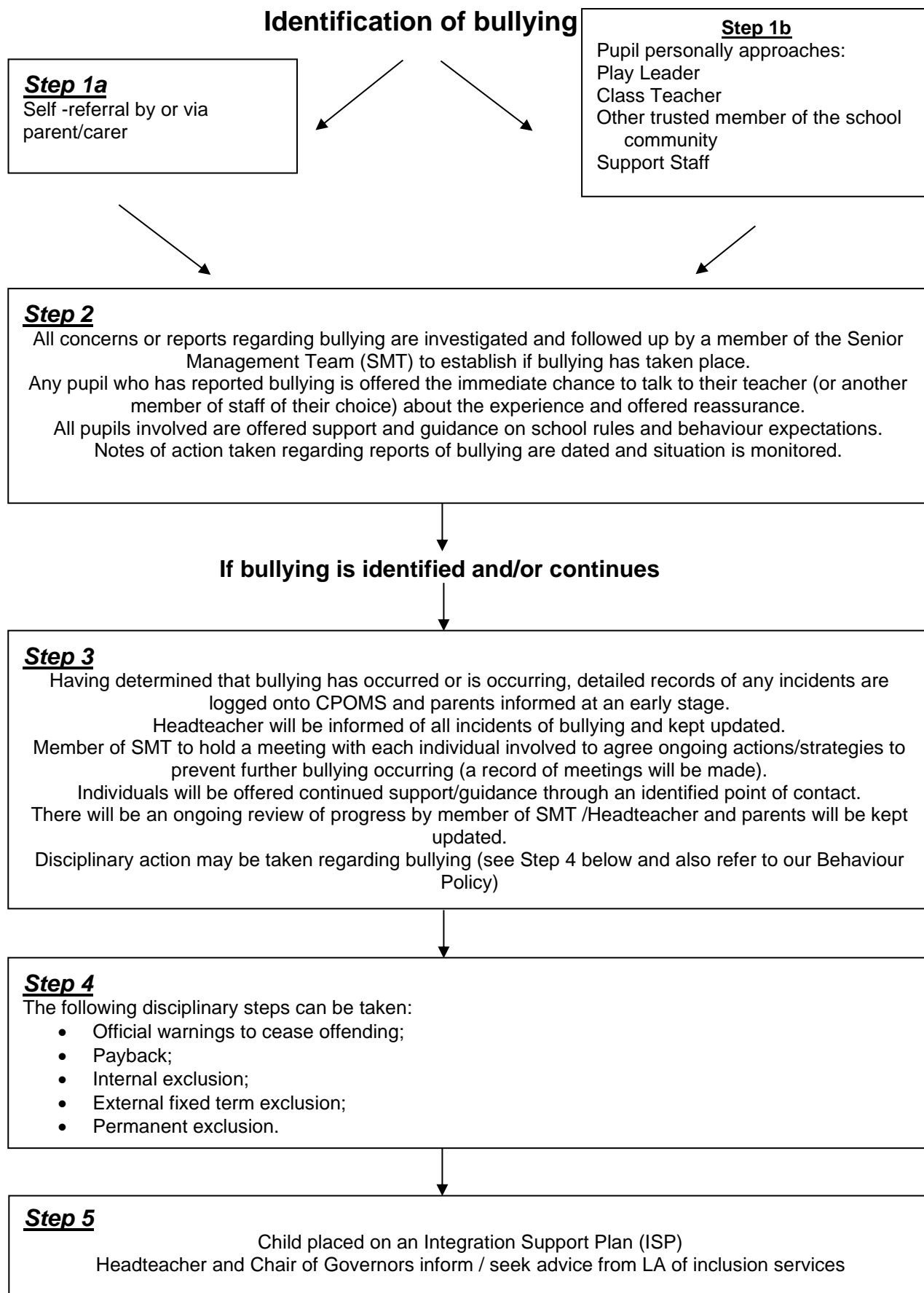
Pupil voice is central to the culture and ethos of our school. We use pupil voice to evaluate how relevant this policy is to children's lives and ensuring they feel safe and able to learn.

Monitoring and Evaluation

The headteacher is responsible for reporting to the Governing Board (and the Local Authority where applicable) on how this policy is being enforced and upheld. The governors are in turn responsible for monitoring the effectiveness of this policy via the termly headteacher's report, school monitoring visits and focus groups with pupils. Should a parent/carer wish to pursue a complaint regarding bullying, they should refer to the school's Complaints Policy before making direct contact with the Governing Board.

Appendix

Summary of Anti-Bullying Procedures



Appendix

Child Reflection Sheet
Key Stage 1

Child's Voice / Reflection:

What's happening / happened? Use this space to write or draw what's happening / happened...

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How did it make you feel at the time?



How are you feeling now?



What will make it better?



Other:



Appendix

Child Reflection Sheet Key Stage 2

should you require more space, please attach additional sheets.

Child's Voice / Reflection:

What's happening / happened? Use this space to write or draw what's happening / happened...

What were you thinking at the time?



And feeling inside?



What are you thinking now?



And feeling inside?



What needs to happen to put things right/move forwards?

What could help things be different next time? Who could help?



Appendix

QCA Behaviour Assessment



QCA Behaviour Assessment Child's Name..... Date of Birth.....

Date..... Year Group..... Term..... Age at this date..... Years and..... Months.

School.....

This assessment completed by.....
(Please give your name and role, e.g. class teacher, year coordinator, SENCo, Parent, etc)

Is this the first use of this assessment (baseline) for this child?

(Please circle) Yes No - QCA assessment has been used before

Baseline was completed Date.....

Then further assessment(s).....

Part A EMOTIONAL

Part B CONDUCT

Part C LEARNING

Total

	30
	30
	30
Total	90

Part A LEARNING BEHAVIOUR	Not at all	Rarely	Sometimes	Fairly often	Often	Always
1. Is attentive and has an interest in schoolwork eg is not easily distracted, completes work, keeps on task and concentrates, has good motivation, shows interest, enjoys schoolwork.	1	2	3	4	5	6
2. Good learning organisation eg works systematically, at a reasonable pace, knows when to move on to the next activity or stage, can make choices, is organised.	1	2	3	4	5	6
3. Is an effective communicator eg speech is coherent, thinks before answering.	1	2	3	4	5	6
4. Works efficiently in a group eg takes part in discussions, contributes readily to group tasks, listens well in groups, works collaboratively.	1	2	3	4	5	6
5. Seeks help where necessary eg can work independently until there is a problem that cannot be solved without the teacher's intervention.	1	2	3	4	5	6
Part B CONDUCT BEHAVIOUR	Not at all	Rarely	Sometimes	Fairly often	Often	Always
6. Behaves respectfully towards staff eg respects staff and answers them politely, does not interrupt or deliberately annoy, does not show verbal aggression.	1	2	3	4	5	6
7. Shows respect to other pupils eg interacts with other pupils politely and thoughtfully, does not tease, call names, swear, use psychological intimidation.	1	2	3	4	5	6
8. Only interrupts and seeks attention appropriately eg behaves in ways warranted by the classroom activity, does not disrupt unnecessarily, or distract or interfere with others, does not pass notes, talk when others are talking, does not seek unwarranted attention.	1	2	3	4	5	6
9. Is physically peaceable eg is not physically aggressive, avoids fights, is pleasant to other pupils, is not cruel or spiteful, does not strike out in temper.	1	2	3	4	5	6
10. Respects property eg values and looks after property, does not damage or destroy property, does not steal.	1	2	3	4	5	6
Part C EMOTIONAL BEHAVIOUR	Not at all	Rarely	Sometimes	Fairly often	Often	Always
11. Has empathy eg is tolerant of others, shows understanding and sympathy, is considerate.	1	2	3	4	5	6
12. Is socially aware eg interacts appropriately with others, is not a loner or isolated, reads social situations well.	1	2	3	4	5	6
13. Is happy eg has fun when appropriate, smiles, laughs, is cheerful, is not tearful or depressed.	1	2	3	4	5	6
14. Is confident eg is not anxious, has high self-esteem, is relaxed, does not fear failure, is not shy, is not afraid of new things, is robust.	1	2	3	4	5	6
15. Is emotionally stable and shows self control eg moods remain relatively stable, does not have frequent mood swings, is patient, is not easily flustered, is not touchy.	1	2	3	4	5	6

Appendix

Inclusion Support Plan (ISP)

<div style="display: flex; justify-content: space-between; align-items: center;"> OXFORDSHIRE COUNTY COUNCIL </div> <div style="text-align: center; margin: 5px 0;"> Inclusion Support Plan </div> <div style="display: flex; justify-content: space-between; align-items: center;"> CPL Oxfordshire </div> <hr/> <p>Pupil:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 2px;">Date of ISP meeting:</td> <td style="width: 50%; padding: 2px;">Attending:</td> </tr> </table> <p>Attach updated Pupil Profile with strengths, strategies and outcomes</p> <p>Support Plan meeting identified:</p> <p><u>Current behaviour causing concern:</u></p> <p><u>Possible triggers:</u></p> <p><u>Possible strategies:</u></p> 	Date of ISP meeting:	Attending:	<div style="display: flex; justify-content: space-between; align-items: center;"> OXFORDSHIRE COUNTY COUNCIL </div> <div style="text-align: center; margin: 5px 0;"> Inclusion Support Plan </div> <div style="display: flex; justify-content: space-between; align-items: center;"> CPL Oxfordshire </div> <hr/> <p>Actions identified from Inclusion Support Plan meeting:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">What</th> <th style="width: 33%;">Who/How</th> <th style="width: 33%;">When</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </tbody> </table> <p>Include Support Arrangements from Outside Agencies</p> <p>Arrangements for Review</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 2px;">Frequency of Review:</td> <td style="width: 50%; padding: 2px;"> </td> </tr> <tr> <td style="padding: 2px;">Person Responsible:</td> <td style="padding: 2px;"> </td> </tr> <tr> <td style="padding: 2px;">Date for Final Review:</td> <td style="padding: 2px;"> </td> </tr> </table> <p>Any other information:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 2px;">Signed:</td> <td style="width: 50%; padding: 2px;">Date:</td> </tr> </table> <p style="font-size: x-small; margin-top: 5px;">Copies to all adults working with child</p>	What	Who/How	When																Frequency of Review:		Person Responsible:		Date for Final Review:		Signed:	Date:	<div style="display: flex; justify-content: space-between; align-items: center;"> OXFORDSHIRE COUNTY COUNCIL </div> <div style="text-align: center; margin: 5px 0;"> Inclusion Support Plan </div> <div style="display: flex; justify-content: space-between; align-items: center;"> CPL Oxfordshire </div> <hr/> <p>Inclusion Support Plan Review</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 2px;">Name:</td> <td style="width: 50%; padding: 2px;">Progress discussed with:</td> </tr> <tr> <td style="padding: 2px;">Date:</td> <td style="padding: 2px;"> </td> </tr> <tr> <td style="padding: 2px;">QCA Tracking</td> <td style="padding: 2px;">Serial Date:</td> </tr> <tr> <td style="padding: 2px;">Review Date:</td> <td style="padding: 2px;"> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">E</td> <td style="width: 25%;">C</td> <td style="width: 25%;">L</td> <td style="width: 25%;"> </td> </tr> <tr> <td>E</td> <td>C</td> <td>L</td> <td> </td> </tr> </table> </td> </tr> </table> <p style="text-align: center; font-size: small; margin-top: 5px;">Notes from meeting</p> <p>Areas of success</p> <p>Areas of concern</p> <p>Actions</p> <p>Notes written by:</p> <p>Date of next review meeting:</p> <p style="font-size: x-small; margin-top: 5px;">For further guidance, contact vulnerable_learners@oxfordshire.gov.uk</p>	Name:	Progress discussed with:	Date:		QCA Tracking	Serial Date:	Review Date:	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">E</td> <td style="width: 25%;">C</td> <td style="width: 25%;">L</td> <td style="width: 25%;"> </td> </tr> <tr> <td>E</td> <td>C</td> <td>L</td> <td> </td> </tr> </table>	E	C	L		E	C	L	
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Review Date:	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">E</td> <td style="width: 25%;">C</td> <td style="width: 25%;">L</td> <td style="width: 25%;"> </td> </tr> <tr> <td>E</td> <td>C</td> <td>L</td> <td> </td> </tr> </table>	E	C	L		E	C	L																																						
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OXFORDSHIRE COUNTY COUNCIL
Inclusion Support Plan
CPL Oxfordshire

Appendix

Pastoral Support Plan (PSP)

OXFORDSHIRE COUNTY COUNCIL PASTORAL SUPPORT PLAN

PASTORAL SUPPORT PLAN

Name:.....Year:.....

School:.....

OXFORDSHIRE COUNTY COUNCIL PASTORAL SUPPORT PLAN

Checklist and explanation

To begin with you need to print off ...
Part 1. Pastoral Support PLAN
and Part 2. Inclusion Support Plan and Pupil Profile

ACTION	DATE
PART 1 Pastoral Support Plan (Documents needed to start)	
PSP Form sheet	
Checklist	
Initial summary	
Initial Meeting agenda	
Initial Meeting Action plan	
8 Week Review Meeting Action Notes	
Final Review Meeting Action Notes	
PART 2 Inclusion Support Plan (including the Pupil Profile)	
Appendix 1 INITIAL MEETING DOCUMENTS	
1 Risk assessment	
2 Initial staff questionnaire	
3 QCA	
4 Pupil Questionnaire	
5 QCA Pupil voice	
6 Parent letter	
7 Parent questionnaire	
Appendix 2 8 WEEK REVIEW DOCUMENTS	
1 8 wk review Staff questionnaire	
2 QCA	
3 8 Week Review Questionnaire	
4 QCA pupil voice	
5 8 wk review parent feedback	
Two extra Pupil Assessments if wanted	
Appendix 3 FINAL REVIEW DOCUMENTS	
1 Final review staff questionnaire	
2 QCA	
3 Final review pupil questionnaire	
4 QCA pupil voice	
5 Final review parent feedback	
PSP Completed	
HT Signature	

OXFORDSHIRE COUNTY COUNCIL PASTORAL SUPPORT PLAN

INITIAL SUMMARY SHEET

NAME	DATE		
DOB	SCHOOL	YEAR GROUP	
Number of fixed term exclusions	Progress measures	ENGLISH	MATHS SCIENCE
ATTENDANCE RECORD %	SEN: Additional Needs Support List	SEN Support	Q S/EHCP
PRIMARY SEN NEED / CLINICAL DIAGNOSIS			
BRIEF DESCRIPTION OF SUPPORT			
Risk of permanent exclusion?	YES NO	Risk Assessment completed?	YES NO
QCA SCORE: E C L			
Other assessment scores			
Reason for PSP			
AGENCIES INVOLVED			
QCC	NAME	NAME	
EPF	SACS	EHATAF	
ATTENDANCE	HEALTH		
PCAMH/CMH	OTHER		
Parental involvement			
KEY ADULT	Proposed date for meeting:		
	Date confirmed:		

OXFORDSHIRE COUNTY COUNCIL PASTORAL SUPPORT PLAN

Initial Meeting Agenda

- Welcome (to include finish time) Length of meeting 1 hour. Introductions and apologies.
- Purpose and aims of meeting.
- What the student does well and summary of concerns (incidents/behaviour log).
- Parent and/or student comments and questionnaire feedback
- Feedback and analysis of staff questionnaires.
- Summary of school inclusion support plan meeting.
- Strategies to support outcomes including rewards
- Monitoring and review arrangements
- Dates of next meetings (interim (8 week) final)

OXFORDSHIRE COUNTY COUNCIL PASTORAL SUPPORT PLAN

Initial Meeting Action Notes	Name	DOB
DATE OF INITIAL MEETING:	Form/Class	Year
Attended by:	Apologies:	
Main Points Arising		
OUTCOMES agreed with student and family		
<ul style="list-style-type: none"> 		
ACTION TO BE TAKEN	NAME	DATE
<ul style="list-style-type: none"> Draft PSP (SP) shared with young person, parent/carer and relevant adults. 		
Copy of PSP programme sent to LA.		
Date for Mid-term QCA assessment:		
Date for <u>8 week</u> review:		
Date for Final Review Meeting:		

OXFORDSHIRE COUNTY COUNCIL PASTORAL SUPPORT PLAN

8 WEEK REVIEW MEETING for:

Date:	PSP start date:	Class Teacher:
Attended by:	Apologies:	
Previous QCA scores: E C L		
Current QCA Assessment: E C L		
Summary of Progress		
<ul style="list-style-type: none"> 		
Young Persons views/comments:		
Parents/carers views/comments:		
Actions:		
<ul style="list-style-type: none"> 		
Action	Name	Date
QCA's and Questionnaires for Final Review to be sent by		
and returned by		

