

Anti- Bullying Policy St. Luke's Primary School



This policy is intended to be read by teachers, teaching assistants, parents, governors, inspectors, support staff and staff from other schools with which we may have links.

Date Approved: Spring 2025

Date of Review: Spring 2026

Principles and Values

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Objectives

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when needed.

Nominated Member of Leadership Staff Responsible for the policy: Headteacher/Deputy Headteacher

Designated Safeguarding Lead (s): Mr Moriarty, Mrs Lewis and Mrs Walker

Named Governor with lead responsibility: Reverend Anne- Marie Renshaw

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to): The Education and Inspection Act 2006, 2011 The Equality Act 2010 The Children Act 1989 Protection from Harassment Act 1997 The Malicious Communications Act 1988 Public Order Act 1986

This policy outlines what St. Luke's C of E Primary School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community. St. Luke's C of E Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

This policy links with several school policies, practices and action plans including:

- o Behaviour policy
- o Complaints policy
- o Child protection policy
- o Confidentiality policy

Responsibilities

It is the responsibility of:

- * The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- * Governors to take a lead role in monitoring and reviewing this policy.
- * All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- * Parents/carers to support their children and work in partnership with the school.
- * Pupils to abide by the policy.

Definition of bullying

Bullying can be defined as “behaviour by an individual or a group, repeated over a period of time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping/spreading hurtful and untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of child on child abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

Abuse is abuse and it should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”. We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported. All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- * Bullying related to physical appearance
- * Bullying of young carers, children in care or otherwise related to home circumstances
- * Bullying related to physical/mental health conditions
- * Physical bullying
- * Emotional bullying

- * Sexual bullying
- * Bullying via technology, known as online or cyberbullying
- * Prejudicial bullying (against people/pupils with protected characteristics):
- * Bullying related to race, religion, faith and belief and for those without faith
- * Bullying related to ethnicity, nationality or culture
- * Bullying related to Special Educational Needs or Disability (SEND)
- * Bullying related to sexual orientation (homophobic/biphobic bullying)
- * Gender based bullying, including transphobic bullying

School ethos

St. Luke's C of E Primary School community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- * If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- * The incident will be investigated as soon as it is reasonably possible and pupils monitored for a period of two weeks.
- * The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- * The headteacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will speak to all parties involved as soon as possible.
- * The DSL will be informed of all bullying issues where there are safeguarding concerns.
- * The school will speak with and inform other staff members of staff, where appropriate.
- * The school will ensure parents/carers are kept informed.
- * Sanctions, as identified within the school behaviour policy, and support will be implemented.
- * If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- * Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- * A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details

regarding decisions and action taken.

Supporting pupils

Pupils who have been bullied will be supported by:

- * Reassuring the pupil and providing continuous pastoral support.
- * Offering an opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice as soon as possible.
- * Working towards restoring self-esteem and confidence.
- * Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- * Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have perpetrated bullying will be helped by:

- * Discussing what happened, establishing the concern and the need to change.
- * Informing parents/carers to help change the attitude and behaviour of the child.
- * Providing appropriate education and support regarding their behaviour or actions.
- * If online, requesting that content be removed and reporting accounts/content to service provider.
- * Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, yellow card, red card, removal of privileges and fixed-term or permanent exclusions.
- * Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Supporting Adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- * Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- * Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- * Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- * Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- * Reassuring and offering appropriate support.
- * Working with the wider community and local/national organisations to provide further or

specialist advice and guidance.

Preventing bullying

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through PSHE and other lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out or sporadic arguments.

The whole school community will:

- * Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- * Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- * Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- * Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- * Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- * Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- * Actively create "safe spaces" for vulnerable children and young people.
- * Celebrate success and achievements to promote and build a positive school ethos.

key times of the year, for example during transition.

- * Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.