



*St. Lawrence Church of England*

*Primary School*

## **ANTI-BULLYING POLICY**

SEPTEMBER 2025

**"When friends stick together, bullies come unstuck"**

(Kerry Cook, Year 6 pupil-Regional winner of DFES anti-bullying competition)

## **Bullying: Our School's Values and Beliefs**

The bible tells us that we are all "children of God" (John 1:12). As such, we consider every member of our school community to be part of our school family - a family that works together to provide a school environment that is safe, supportive, happy and stimulating. An environment that allows children to face the world with resilience, integrity and joy.

## **Commitment**

We are committed to providing a caring, friendly and safe environment for all God's Children so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents are dealt with promptly and effectively. We are a TELLING school. This means that ANYONE who knows that bullying is happening is EXPECTED to tell the staff. We believe that the bystander is as much to blame as the perpetrator.

## **Aims**

- To reduce and to prevent where possible, instances in which children are subject to any form of bullying
- To establish a whole school approach of dealing with bullying, and providing support to anyone involved in bullying incidents
- To maintain and develop our anti-bullying ethos in the school
- To meet any legal obligations which rest with the school.

## **What Is Bullying?**

Bullying is a form of child-on-child abuse. It is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

It can take many forms including:

- Physical-hitting, kicking, insulting, making offensive remarks
- Indirect-spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours (*DFEE guidance- "Bullying: Don't Suffer in Silence" page 9*)
- Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong, e.g. being attacked because of religion, gender, sexuality, disability, appearance, ethnic, racial or cultural origin or socio-economic factors
- We also recognise that some forms of bullying occur where a child is socially isolated or excluded from their peer group

Through the School Council, children at St. Lawrence Church of England Primary School have described bullying as:

- Taking other people's belongings
- Verbal, physical or mental abuse over a period of time and can destroy self-esteem
- Ganging up on someone
- Leaving someone out
- Intimidation - making people frightened
- People who make other people do what they don't want to do
- Threatening, calling names and physical harm
- Someone picking on someone else constantly
- Hurting someone again and again for no reason

### **Creating an Anti-Bullying Climate in School**

Our school's Behaviour and Relationships Policy explains how we promote positive behaviour in school to create an environment where children behave well; where children take responsibility for their own and each other's emotional and social well-being and include and support each other.

Our curriculum is used to:

- Teach children the constructive management of relationships and support them in the same
- Promote and support emotional health and well-being for all
- Build an inclusive ethos

School assemblies and collective worships are used to reinforce our inclusive approach that recognises and celebrates both individual differences and the diversity within the school, of which we are so proud.

We encourage children to regard informing as acceptable, responsible and expected.

We will provide written guidance:

- to all our children to explain what they should do if they are being bullied, or if they see another child being bullied (posters around school)
- for parents on the signs of bullying and what to do if they suspect their child is being bullied at school (website, newsletters etc)
- for staff (through INSET and staffroom display)

### **School Strategies for Reducing Child-on-Child Abuse and Responding to Alleged Bullying.**

Class Teachers and support staff employ strategies from a range of the following ideas as appropriate:

- co-operative group work - an integral part of our classroom practice
- circle time and other pastoral approaches, e.g. role play
- Peer support- e.g. Buddies
- Mediation by adults
- Parental involvement
- Positive playground behaviour strategies
- Staff vigilance and response
- Improvements to the school environment
- Awareness of "problem" areas (happy/sad places map.)
- Being a listening school

## **Responding to Incidents When They Occur**

Children who feel that they are being bullied or who see others being bullied should report this to someone they can trust. This is the vital first step and must lead to school staff being made aware at the earliest opportunity.

Members of staff who are alerted to bullying will:

- Take the incident seriously
- Reassure those involved
- Record details
- Liaise with colleagues and refer on as appropriate
- Interview other witnesses as appropriate
- Employ the school's Behaviour & Relationships Policy where necessary

Where bullying is of a racist nature, the incident is recorded and shared with governors.

Written guidance on bullying is provided in the Appendix.

Work with children who have been bullied could involve some or all of the following:

- assure children that it was right to report the incident and that it is right to let us know when they are being bullied
- reinforce the message that bullying is not acceptable
- encourage children to talk about how they feel
- try to ascertain the extent of the problem
- engage them in making choices about how the matter may be resolved
- try to ensure that they feel safe
- discuss strategies for being safe and staying safe
- ask children to report immediately any further incidents to us
- affirm that bullying can be stopped and we will persist with intervention until it does

## **Evaluating Our Policy**

We will monitor and evaluate our Anti-Bullying Policy using the following measures:

- Monitoring attendance to identify those children with poor attendance or patterns of absence that may suggest pastoral needs, e.g. fear of bullying
- Feedback from children, staff and parents/carers
- Children, parents and staff awareness of school expectations and how to access support

## **Ownership of this Policy**

This policy applies to all staff and children. The Headteacher is responsible for introducing and implementing this policy. However, all staff, all children and their parents have an active part to play in the development and maintenance of the policy, and in its success.

Our named governor for child protection takes a special interest in bullying within school.

The policy is reviewed every two years or in light of new legislation.

## **Related Policies**

Our Anti- Bullying Policy links with a number of other school policies. For example:

- School rules / class rules
- Behaviour for Learning Policy
- Home-School Agreement
- Equal Opportunities Policy
- Race Equality Policy
- Care and Control of Pupils Policy
- Safeguarding Policy
- Disability Equality Scheme
- Accessibility Plan

### **What should you do if you are being bullied?**

- Try not to fight back
- Try not to encourage it
- Try not to avoid them - they will find you
- Tell someone you trust, e.g. teacher, person on duty, friends, family, buddies, learning mentor, lunchtime organisers, pastoral staff
- Stay around friends
- Ask the person to stop and try and sort it out
- Tell yourself it is not your fault
- Adopt a more confident manner
- Remember you're important
- Have faith in yourself
- Stand up to them but not aggressively

### **What should you do if you think someone else is being bullied?**

- Mention it, even if you're not sure
- Ask them if they're really being bullied
- Discuss options with them, e.g. to tell an adult
- Support them
- Play with them
- Be kind, look after them
- Try to boost their confidence

### **In our school, what can we do to help?**

- Bully buddies
- Posters around school
- Listen - give bullies a chance to explain
- Be strict on no "play fighting"
- Come down hard/ zero tolerance on bullies
- Offer support for victims
- Look out for your friends and everyone else
- Offer support for all involved
- Encourage children to inform a member of staff if they witness bullying.