



St. Lawrence Church of England

Primary School

ANTI-BULLYING POLICY

SEPTEMBER 2026

"When friends stick together, bullies come unstuck"

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

INTRODUCTION

At St. Lawrence Church of England Primary School, our Anti-Bullying Policy is rooted in our Christian vision and values. The Bible reminds us that we are all "children of God" (John 1:12). This understanding shapes our commitment to ensuring that every member of our school community is treated with dignity, respect and compassion.

Guided by our Christian vision, we believe every child is uniquely valued by God and has the right to feel safe, respected and included within our school family. Bullying undermines human dignity, damages relationships and has no place within our school community.

We are committed to creating an environment where children feel secure, listened to and supported. We want every child to flourish academically, socially, emotionally and spiritually. Bullying is always taken seriously and will be addressed promptly, consistently and effectively.

We are a telling school. We encourage all members of our school community to report concerns about bullying. We believe everyone has a responsibility to support those who may be vulnerable and to seek help from a trusted adult when concerns arise.

AIMS

This policy aims to:

- Provide a safe, caring and inclusive learning environment for all pupils.
- Prevent bullying wherever possible.
- Clearly define bullying and ensure a shared understanding across the school community.
- Establish effective procedures for reporting, investigating and responding to bullying incidents.
- Support pupils who experience bullying.
- Support pupils who display bullying behaviour to understand and change their actions.
- Promote positive relationships, kindness, empathy and respect.
- Ensure that bullying is recognised as a safeguarding concern where appropriate.
- Meet statutory responsibilities under safeguarding and equality legislation.

DEFINITION OF BULLYING

Bullying is a form of child-on-child abuse and will always be taken seriously. Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual physically or emotionally.

Bullying often involves:

- Deliberate intent to cause harm.
- Repeated behaviour over time.
- An imbalance of power.

Bullying is different from isolated incidents of friendship difficulties, conflict, disagreement or unkind behaviour, although such incidents will still be addressed appropriately through the school's Behaviour and Relationships Policy.

TYPES OF BULLYING

Bullying can take many forms, including:

Physical Bullying

- Hitting
- Kicking
- Pushing
- Taking or damaging belongings
- Threatening physical harm

Verbal Bullying

- Name-calling
- Insults
- Teasing
- Threats
- Offensive language

Emotional Bullying

- Excluding others
- Spreading rumours
- Intimidation
- Humiliation
- Deliberately undermining confidence

Cyberbullying

- Sending hurtful messages
- Posting harmful comments online
- Sharing images without consent
- Excluding individuals from online groups
- Misuse of digital technology

Prejudice-Related Bullying

Bullying related to:

- Race
- Religion or belief
- Disability
- Sex
- Sexual orientation
- Gender reassignment
- Family circumstances
- Any protected characteristic under the Equality Act 2010

Sexual Bullying

- Sexual comments
- Sexual harassment
- Sexual intimidation
- Unwanted physical contact

BULLYING, SAFEGUARDING AND CHILD PROTECTION

The school recognises that bullying is a safeguarding concern. Bullying behaviour may indicate wider safeguarding concerns including:

- Child-on-child abuse
- Sexual harassment
- Sexual violence
- Online abuse
- Grooming
- Exploitation
- Discriminatory abuse
- Emotional abuse

All bullying concerns will be considered within the wider safeguarding context. Where bullying raises safeguarding concerns, staff will inform the Designated Safeguarding Lead (DSL) and follow the school's Child Protection and Safeguarding Policy. Incidents involving sexual violence, sexual harassment, discriminatory behaviour or serious child-on-child abuse will be managed in accordance with the school's safeguarding procedures.

PREVENTING BULLYING

At St. Lawrence Church of England Primary School, we believe prevention is always better than intervention. We actively promote positive relationships through:

- Collective Worship
- PSHE education
- RSHE education
- Online safety education
- School Council
- Playground buddies
- Class discussions
- Circle time
- Restorative practice
- Modelling positive relationships
- Celebration of diversity and individuality
- Reinforcement of our school values

Pupils are explicitly taught how to:

- Build positive friendships.
- Respect differences.
- Resolve disagreements appropriately.
- Recognise bullying behaviour.
- Seek support when needed.
- Be responsible and supportive bystanders.

REPORTING BULLYING

Children should report concerns to:

- Their class teacher
- A teaching assistant
- A lunchtime supervisor
- The Behaviour Lead
- The Designated Safeguarding Lead
- The Headteacher
- Any trusted adult

Parents should contact school immediately if they believe their child may be experiencing bullying. Staff should report concerns promptly in accordance with school procedures.

RESPONDING TO BULLYING

All reports of bullying will be:

- Taken seriously.
- Investigated promptly.
- Recorded appropriately.
- Addressed fairly and consistently.

School staff will:

- Listen carefully to all parties involved.
- Gather information from witnesses where necessary.
- Support all children involved.
- Consider any safeguarding concerns.
- Apply appropriate consequences where required.
- Use restorative approaches where appropriate.
- Work closely with parents and carers.

Bullying will never be ignored.

SUPPORTING PUPILS

Pupils Experiencing Bullying

Support may include:

- Regular check-ins with trusted adults.
- Restorative conversations.
- Friendship support.
- Emotional wellbeing support.
- Safety planning.
- Additional pastoral support.

Pupils Displaying Bullying Behaviour

Support may include:

- Restorative work.
- Reflection activities.
- Behaviour support plans.
- Parent meetings.
- Social skills development.
- External agency involvement where appropriate.

Our aim is always to educate, support and achieve lasting positive change.

CYBERBULLYING

The school recognises the increasing risks associated with online behaviour.

Cyberbullying may take place through:

- Social media
- Messaging services
- Online gaming platforms
- Group chats
- Artificial intelligence platforms
- Image and video sharing services

The school may investigate and respond to online behaviour where it affects:

- The wellbeing of pupils.
- Relationships within school.
- The safety of members of the school community.
- The orderly running of the school.

RECORDING INCIDENTS

All bullying allegations, concerns and outcomes will be recorded on CPOMS.

Records will include:

- Details of the concern.
- Investigation undertaken.
- Actions taken.
- Support provided.
- Outcomes achieved.

Senior leaders will regularly review records to identify:

- Patterns
- Trends
- Repeat incidents
- Vulnerable groups
- Emerging concerns

GOVERNANCE, MONITORING AND REVIEW

Governors will:

- Monitor the effectiveness of this policy.
- Review bullying trends and patterns.
- Review incidents involving protected characteristics.
- Monitor the effectiveness of interventions.
- Ensure compliance with safeguarding and equality duties.

The policy will be reviewed annually or sooner if required by changes in legislation, guidance or school circumstances.

ROLES AND RESPONSIBILITIES

Governors

Governors will ensure that appropriate procedures are in place and monitor the effectiveness of the policy.

Headteacher

The Headteacher has overall responsibility for implementation, monitoring and evaluation.

Designated Safeguarding Lead

The DSL will oversee incidents where safeguarding concerns are identified.

Behaviour Lead

The Behaviour Lead is responsible for supporting the implementation of this policy and coordinating responses to bullying incidents where appropriate.

Staff

All staff are responsible for preventing, identifying, recording and responding to bullying.

Parents

Parents are expected to work in partnership with the school and report concerns promptly.

Pupils

Pupils are expected to:

- Treat others with respect.
- Report concerns.
- Support others appropriately.
- Follow school expectations.

APPENDIX

What Should You Do If You Are Being Bullied?

- Tell a trusted adult.
- Stay with friends where possible.
- Remember it is not your fault.
- Keep reporting concerns.
- Seek help immediately if you feel unsafe.
- Believe that things can improve and that adults will help.

What Should You Do If You Think Someone Else Is Being Bullied?

- Tell a trusted adult.
- Support the person appropriately.
- Include them in activities where possible.
- Encourage them to seek help.
- Never join in.
- Remember that reporting concerns helps keep people safe.

What Will School Do?

- Listen.
- Investigate.
- Support.
- Record.
- Monitor.
- Follow up.
- Work with families.
- Ensure bullying stops.
- Promote restoration and positive relationships wherever possible.