Anti-Bullying Policy

St Luke's CE First School

Designated Safeguarding Lead (DSL): Sally Baker
Designated Deputy Safeguarding Lead (DDSL): Helen Broughton

Approved by Governors:
Next review November 2027

This policy is closely linked with our Behaviour Policy, Safeguarding and Child Protection Policy, School Code of Conduct and the School's Vision and Values.
Our School Vision

HOPE TRUST JUSTICE FORGIVENESS HUMILITY RESILIENCE

In our St Luke's family, we recognise we are all God's children and through our caring and nurturing environment, we follow His word. We trust and rely on God's teaching so that we can encourage each other, develop our relationship with one another and the world, and flourish in all that we do.

God's word is a lamp to my feet and a light to my path. (Psalm 119 v.105)

Biblical theology:

We are all God's family and we know that God wants us to succeed in all that we do. It is through his strength that we can do these things and we encourage each other to see that they can be anything they want to be and do anything they want to do.

Please refer to our vision statement and core values (school website; vision and values)

Introduction

At St Luke's First School, we believe every child is a unique and precious gift from God. Our vision reminds us that *we are all God's children* and that, through our caring and nurturing environment, we follow His word. Guided by this, we are committed to ensuring that every member of our school family feels safe, valued, and respected.

Bullying in any form is contrary to our Christian ethos and the teachings of Jesus, who calls us to love one another and treat others as we would wish to be treated. We recognise that bullying can cause lasting harm and prevent children from flourishing as God intends. Therefore, we will not tolerate bullying and will take all necessary steps to prevent it, respond to it, and support those affected.

This policy sets out:

- **Our vision** in relation to anti-bullying.
- **Aims and Principles**
- **Definitions of Bullying**
- **Importance of Responding to Bullying**
- **Types of Bullying Behaviour**
- **Signs of Bullying**
- **Our Approach** (Prevention, Reporting, Responding, Support)
- **Links to Legislation**

Anti-Bullying Vision

At St Luke's, we believe every child is precious and created in God's image. In our caring and nurturing family, we follow His word by showing love, respect, and kindness to all. We are committed to creating a safe and supportive environment where everyone can flourish, free from fear or harm. Guided by God's teaching, we stand together against bullying, encourage forgiveness and understanding, and work to build relationships that reflect His love for the world.

Aims

- To ensure all pupils feel safe, valued, and respected.
- To prevent bullying through a whole-school approach rooted in Christian vision and values.
- To respond promptly and effectively to all incidents of bullying.
- To support victims and help those who bully to change their behaviour.
- To promote positive relationships and celebrate diversity.

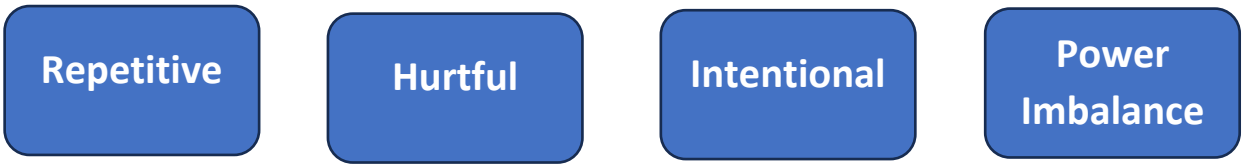
Principles

- Every child has the right to learn and play in a safe environment.
- Bullying is unacceptable and will not be tolerated.
- All members of the school community share responsibility for preventing and addressing bullying.
- Our approach reflects our Christian ethos: forgiveness, reconciliation, and restorative practice.

Definition of Bullying

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At St Luke's CE First School, our definition of 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 or online"



Importance of Responding to Bullying

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.
Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.
In our school community we believe:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of Bullying Behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence

- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Use of Artificial Intelligence (AI)

The school recognises that emerging technologies, including Artificial Intelligence (AI), can be misused to create, access, or share harmful content. Any use of AI to bully, harass, intimidate, or target pupils—whether by generating harmful material, manipulating images or information, or accessing inappropriate content—will be treated as bullying in line with this policy. Such incidents will also be managed in accordance with the school's Safeguarding and Child Protection Policy, ensuring a robust response that prioritises pupil safety and wellbeing.

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Our Approach

Prevention

At St Luke's, our commitment to preventing bullying flows directly from our vision. As a family rooted in the belief that we are all God's children, we create a caring and nurturing environment where every individual is valued and respected. Guided by His word, we encourage kindness, empathy, and forgiveness, fostering relationships built on trust and understanding. By promoting these values, we ensure that everyone can flourish in a safe and supportive community, where bullying has no place and positive behaviour is celebrated. We believe that preventing bullying is the responsibility of our whole school community.

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. The following is in place to prevent bullying:

- Through Collective Worship and within our PSHE 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 a one-off argument

- We have Well Being Champions in school who are approachable peers who listen to concerns and support pupils during lunchtime play.
- An annual 'Anti-bullying Week' is held to further raise awareness.
- Through weekly PHSE lessons and Health annual 'Mental Health and Well-Being Week we raise awareness of the importance of positive mental health and wellbeing. We teach pupils strategies for self-care, encouraging open conversations about feelings, and promoting kindness and resilience.
- Online Safety is an important part of the curriculum and information for parents is included in newsletters and on the school's website.
- Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.
- Each class completes a weekly online safety reminder activity as part of their Computing lesson.

Code of Conduct

Our School Code of Conduct is built around three words: Ready, Respectful and Safe. Work is done to promote this throughout the curriculum and includes the following as examples:

- Be kind, helpful and polite to others
- Be respectful of others; their opinions, feelings and property
- Respect everyone's right to speak and to be heard
- Work quietly to avoid disturbing others
- Care for the school environment and those in it by being tidy, clean and organised
- Use materials and equipment wisely and safely
- Move around the school and grounds safely and sensibly

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Reporting (Pupil)

In the rare occasion that there is an incident of bullying we will work together to deal with the situation and to learn from what has happened.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peer mentors or buddies

Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Children are encouraged to leave a note or speak to the Well-being Champions if they feel they would like support or a friend at lunchtime.

Reporting (Parent)

If a parent has any concerns about their child being bullied, they should speak to the class teacher immediately. The matter will then be referred to the Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead (DDSL).

If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher/Assistant Headteacher.

Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.

The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

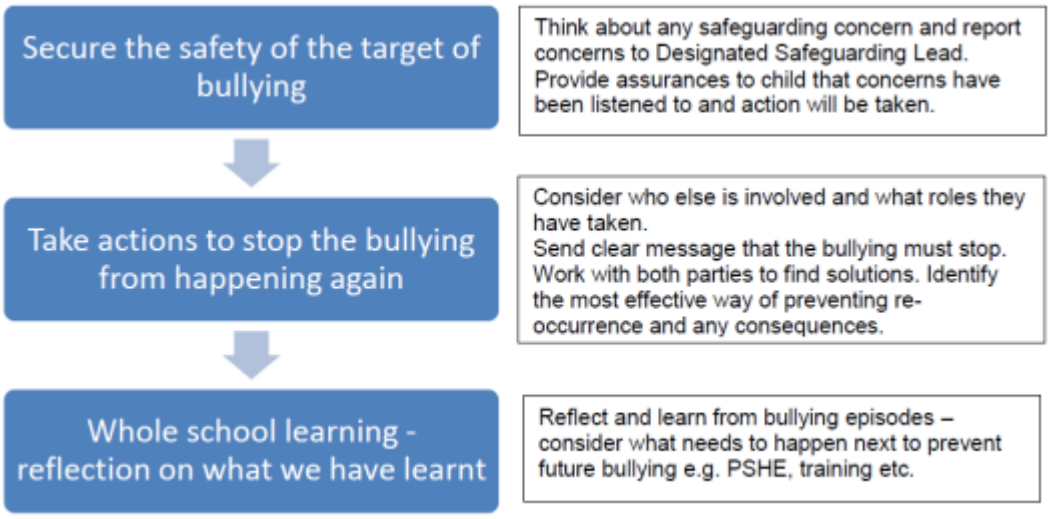
If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

Reporting (Member of staff)

All staff are required to complete a bullying and prejudice-based incident reporting and monitoring form when dealing with incidents of bullying. This should be completed as soon as possible and given to the Designated Safeguarding Lead.

Responding



We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

Support

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support.

- 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; this could include support through
- Early Help or Integrated Children Services or support through the Children and Young People's Mental Health Service (CAMHS) or Melo (a Worcestershire Mental Health support service)

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.
- In extreme or repeated cases, fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Children Services or Early Help or support through the Children and Young People's Mental Health Service (CAMHS).

Links to Legislation

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):

o The Equality Act 2010
o The Children Act 1989
o Protection from Harassment Act 1997
o The Malicious Communications Act 1988
o Public Order Act 1986.