



LINCOLN ANGLICAN  
ACADEMY TRUST  
DIOCESE OF LINCOLN

# Anti-Bullying Policy



## Our School Vision

**We believe that all are made in the image of God. We seek to ensure all are valued, valuable and empowered to be the best they can be. We learn from each other, developing our understanding of different cultures to ensure, 'Life in all its fullness,' (John 10:10) – the golden strand that runs through all our work.**

## Our School Values

**Peace, Hope & Joy**

Policy Owner : St.Peter's C of E Primary Academy  
Policy Date : May 2024

St.Peter's C of E Primary Academy is committed to providing a supportive, caring and safe environment in which all children are free from their fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any kind is not tolerated in our school, whether carried out by a child or an adult.

At St.Peter's C of E Primary Academy we believe that:

- Everyone has the right to feel welcome, safe, secure, comfortable and happy.
- Everyone should be valued and treated with consideration and respect – which also leads into our Christian Values
- No one should be the target of bullying behaviour.

Staff, children and parents or carers will be made aware of the school's position on bullying. Anti-social behaviour is not acceptable in any form.

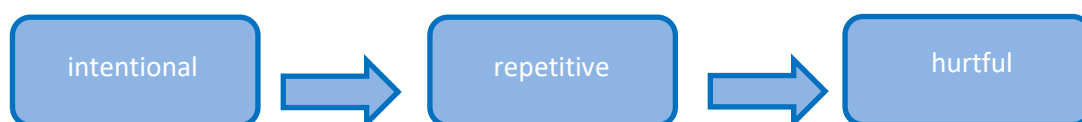
Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is reported or suspected, the incident will be dealt with immediately by the staff member informed, and then discussed with the Head of School. Clear accounts of any incidents will be recorded on CPOMs, staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

### **What is bullying?**

We recognise that many children and young people will experience conflict in their relationships with other children and as a school we are committed to developing children's skills of empathy, problem-solving and compassion so that they are able to manage their relationships in a peaceful way that does not harm others.

As a school we define bullying:

- Bullying is behaviour that deliberately makes another person feel uncomfortable, distressed or threatened.
- Bullying is constantly repeated over time.
- Bullying makes those being bullied feel powerless to defend themselves.
- Bullying goes against our **Christian Values**.
- Bullying is intentional, repetitive and hurtful.



### **Why is it important to respond to bullying?**

Bullying can impact on pupils' wellbeing and attendance, potentially becoming 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.

We believe that bullying is unacceptable and will be taken very seriously at St.Peter's C of E Primary Academy. Any reports of bullying will be dealt with immediately and effectively.

## Types of bullying behaviour

We understand that bullying can take many forms:

- Emotional – being unfriendly, excluding, tormenting, threatening behaviour
- Verbal – name-calling, spreading rumours, teasing, use of derogatory language
- Physical – pushing, kicking, hitting, punching or any use of physical violence
- Online – use of social media, messages and calls. Misuse of technology e.g. videos and photos
- Extortion – demanding money/goods with threats
- Racist – racist taunts, graffiti, gestures
- Sexual – unwanted physical contact, sexually abusive comments
- Homophobic or Transphobic – bullying because of sexuality or gender identity

It is important for staff, children and parents to be aware of the difference between bullying and common 'fallouts' which happen between individuals and groups of friends. Remember:



## Preventing Bullying

In this school we aim to educate our children to understand that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of the whole school community and where there are incidents of bullying we will work together to deal with the situation and learn from what has happened.

We will do this by:

- Involving the school community in the development and implementation of an effective anti-bullying policy and practices.
- Using collective worship and PSHE to educate children on bullying and to understand the difference between conflict and bullying.
- Embedding British Values as well as the schools Christian values so that they underpin all that we do.
- Creating a safe and happy environment where positive relationships between children and staff lead to children feeling confident and able to speak out when something is bothering them
- Ensuring that work in school develops empathy, emotional understanding and social skills.
- Dealing with any incidents seriously and immediately.
- Being a good role model to others
- Raising awareness of online bullying through regular e-safety lessons and discussions.
- Providing assurances to children that any concerns have been listened to and action will be taken.

- Working with both parties and find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- Sending clear messages that the bullying must stop.

## Reporting bullying

Children in our school understand that they have a right to feel safe and happy in school and that they have a responsibility to support others to feel and be safe. Children are encouraged to talk to staff when they are unhappy and have concerns.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher or TA
- The school's Pastoral Manager
- School Council

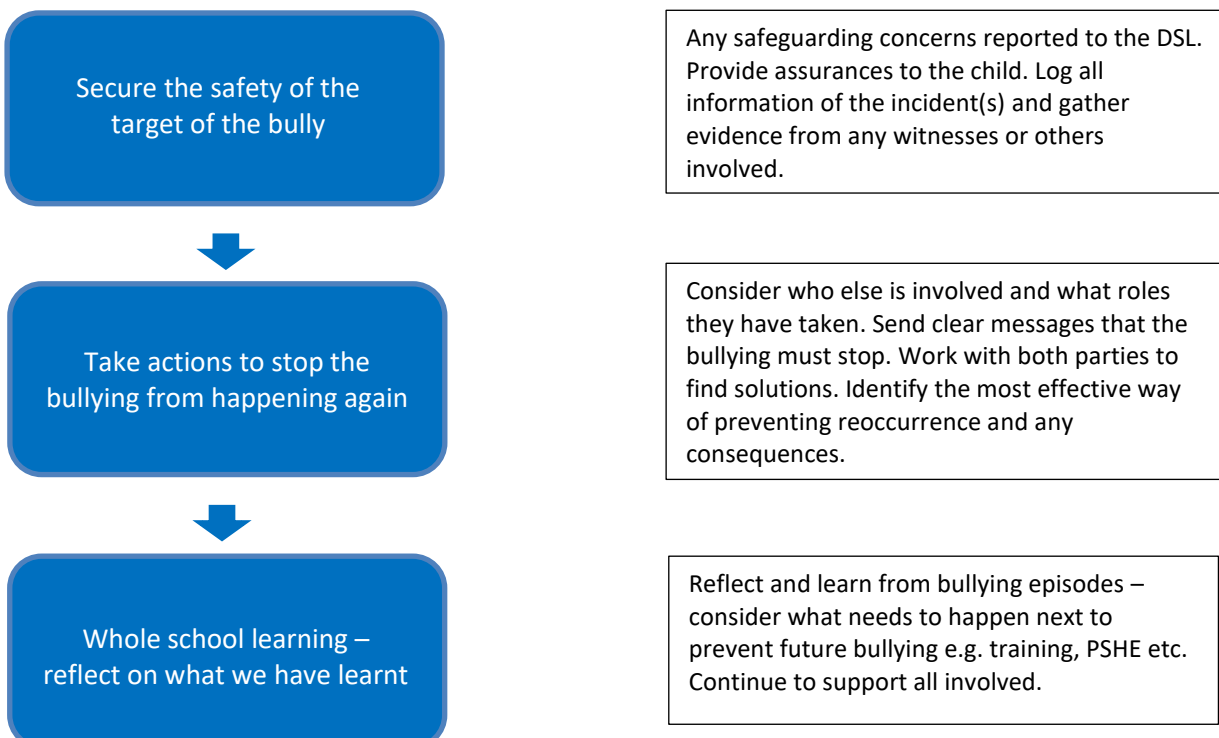
Parents are encouraged to report any concerns and bullying to their child's class teacher in the first instance.

When children report their own concerns, our staff are trained to listen and believe.

Children will be involved as far as possible in finding solutions.

All reported incidences of bullying will be recorded on CPOMS including action taken. CPOMS can be used to identify and

## Responding to Bullying



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

We give children regular opportunities to feedback on how safe and happy they feel at school.

All staff are required to record any incidents through the CPOMS system and to keep these records up to date and factual.

### **Procedures for Parents**

- If you have any concerns about your child speak to your child's class teacher immediately. If there are bullying concerns the Headteacher will be informed and the school will monitor the situation carefully
- If a parent feels unable to talk to the class teacher they can make an appointment to speak to the Headteacher directly
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed
- Parents should not confront the bully or their parents. This can complicate the situation and distress the child
- The school will deal with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking throughout the process.
- If parents feel that their concern has not been dealt with properly they should follow the school complaints procedure

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