



# **Lutton St Nicholas Primary Academy Anti-Bullying Policy**

Reviewed: September 2025  
Next Review: September 2026

## Statement of Intent

- We are committed to providing an environment where children can thrive, feel safe and learn within a happy, caring and secure atmosphere.
- At Lutton St Nicholas Primary Academy we believe that every child has the right to feel respected, valued and listened to.
- Bullying has no place within our school community and will not be tolerated in any form.
- We are a 'telling' school and encourage pupils to report any concerns to a trusted adult.
- All incidents of bullying will be treated seriously and addressed promptly.
- We will continue to promote awareness of bullying through assemblies, PSHE, pupil voice activities and discussions with pupils, staff and governors.

## 2. Definition of Bullying

- Bullying is behaviour that intentionally hurts another person physically, emotionally, verbally or socially, usually over a period of time.
- There is often an imbalance of power between the person bullying and the victim.
- Bullying may involve repeated actions, intimidation, exclusion or deliberate emotional harm.
- Bullying can take many forms including physical, verbal, emotional, racist, discriminatory, sexual or cyber bullying.

## 3. Types of Bullying

- Physical bullying may include hitting, kicking, pushing, pinching or damaging belongings.
- Verbal bullying may include name-calling, teasing, threats, insults or spreading rumours.
- Emotional bullying may include excluding others, intimidation, humiliation or controlling behaviour.
- Cyber bullying includes the use of phones, social media, gaming platforms or online messaging to upset or intimidate others.
- Prejudice-based bullying may target race, religion, disability, gender, appearance or identity.

## 4. Preventing Bullying

- The curriculum, particularly PSHE and Relationships Education, promotes kindness, empathy and respect.
- Assemblies and classroom discussions are used to reinforce positive behaviour and inclusion.
- Pupils are encouraged to develop resilience, confidence and respectful friendships.
- Staff model respectful behaviour and positive relationships throughout the school day.
- Clear behaviour expectations and consistent routines help create a safe environment for all pupils.
- Children are taught how to seek help and report concerns appropriately.
- Online safety education supports pupils in understanding cyber bullying and safe internet use.

## 5. Recognising Signs of Bullying

- Children may not always report bullying directly.
- Possible signs may include changes in behaviour, anxiety, withdrawal or loss of confidence.
- Pupils may become reluctant to attend school or show changes in attendance patterns.
- Unexplained injuries, damaged belongings or friendship difficulties may also indicate concerns.
- Staff and parents will work together to identify concerns early and support pupils effectively.

## 6. Procedures for Dealing with Bullying

- All reports of bullying will be listened to carefully and taken seriously.
- Staff will investigate incidents promptly and fairly.
- Incidents will be recorded and monitored by senior leaders.
- Parents or carers will be informed where appropriate.
- Support will be provided for pupils who have experienced bullying.
- Restorative conversations will be used to help pupils understand the impact of their actions.
- Appropriate sanctions will be applied in line with the school Behaviour Policy.
- Repeated incidents may result in further intervention and involvement from outside agencies where necessary.

## 7. Supporting Pupils

- The wellbeing and safety of pupils remains a priority.
- Pupils affected by bullying will receive support from trusted adults and safeguarding staff.
- Opportunities will be provided for pupils to discuss worries and rebuild confidence.
- Check in systems will be implemented by chosen adults that reassure the pupil affected and allows for responsive action.
- The school will also support pupils displaying bullying behaviour to improve choices and relationships.
- Where appropriate, support from external agencies may be sought.

## 8. Roles and Responsibilities

- All staff are responsible for promoting positive relationships and responding to concerns appropriately.
- Governors will monitor the effectiveness of the policy and ensure statutory responsibilities are met.
- Parents and carers are encouraged to work in partnership with the school to address concerns.
- Pupils are expected to treat others with kindness, respect and consideration.

## 9. Monitoring and Review

- Bullying incidents will be monitored regularly by senior leaders.
- The school will review trends and patterns to identify any further actions required.

- This policy will be reviewed annually by school leaders and governors.

#### **Advisory Organisations**

- Anti-Bullying Alliance <https://anti-bullyingalliance.org.uk>
- Kidscape <http://www.kidscape.org.uk>
- NSPCC <https://www.bullying.co.uk>
- Bullying UK <https://www.bullying.co.uk>