ST LEONARD'S C of E PRIMARY SCHOOL, BRIDGNORTH

Anti-bullying Policy

Ratified by the Governing Body: May 2026

Review Date: May 2029

1. Our Vision and Values

At **St Leonard's CE Primary School**, we seek to empower children to be courageous learners in a nurturing, safe and inclusive environment. Inspired by God's love, we strive to demonstrate St Paul's teaching on the fruit of the Spirit:

"love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control"
Galatians 5:22–23

These Christian values are central to the life of our school and underpin the way we treat one another. We believe every child is uniquely valued and deserves to feel safe, respected and able to flourish. Bullying, unkindness and intimidation are not compatible with our vision and will not be tolerated.

Our school community encourages pupils to speak with courage, act with compassion and take responsibility for making the world a better place.

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2. Statement of Commitment

St Leonard's CE Primary School is committed to maintaining a caring and respectful learning environment where positive relationships can thrive. We recognise that children learn best when they feel emotionally and physically safe.

We therefore take all concerns relating to bullying seriously. Incidents will be dealt with promptly, sensitively and fairly, with support provided for all pupils involved. Our aim is not only to stop bullying behaviour, but also to educate children in kindness, empathy, reconciliation and responsible choices.

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3. Legal and Regulatory Context

This policy reflects guidance and responsibilities set out by:

- Department for Education – *Preventing and Tackling Bullying*
- Department for Education – *Keeping Children Safe in Education*
- Ofsted Inspection Framework
- Equality Act 2010
- Children Act 1989
- Children Act 2004

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4. What Is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally causes hurt, fear or distress to another person. It may be physical, verbal, emotional, social or online.

Examples of bullying may include repeated name-calling, excluding others deliberately, spreading rumours, threatening behaviour, damaging belongings, or sending hurtful messages online.

Bullying can also be motivated by prejudice or discrimination, including behaviour linked to race, religion, disability, special educational needs, appearance, family circumstances, gender stereotypes or sexual orientation (real or perceived).

We recognise that occasional disagreements or friendship fallouts are different from bullying. However, these matters are still taken seriously and children will be supported to resolve them positively.

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5. Our Approach to Preventing Bullying

At St Leonard's, we believe the best way to address bullying is to create a strong culture of kindness, respect and belonging.

We promote this through:

- Clear behaviour expectations rooted in our Christian values
- Positive relationships between pupils and adults
- High-quality PSHE and Relationships Education
- Worship, assemblies and reflection time
- Opportunities for pupil voice and leadership
- Celebration of diversity and individuality
- Online safety education
- Effective supervision during social times
- Strong partnerships with parents and carers

Children are regularly taught how to recognise bullying, how to respond safely, and how to seek help for themselves or others.

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6. Responsibilities Within Our School Community

Leaders and Governors

School leaders and governors are responsible for ensuring that this policy is implemented effectively. They monitor behaviour, wellbeing and safeguarding arrangements, review patterns of incidents, and ensure the school remains a safe environment for all pupils.

Staff

All adults in school have a responsibility to model respectful relationships and uphold high standards of conduct. Staff will listen carefully to concerns, challenge inappropriate behaviour, record incidents appropriately and support children with sensitivity and consistency.

Pupils

Pupils are encouraged to live out our school values by treating others with kindness, honesty and respect. They are taught to speak up if something worries them and to seek help from a trusted adult.

Parents and Carers

We value close partnership with families. Parents and carers are encouraged to share concerns early so that issues can be resolved quickly and effectively.

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7. Reporting Concerns

Any pupil, parent, carer or member of staff may report concerns about bullying. Children are reminded regularly that telling an adult is a courageous and positive action.

Concerns can be shared with a class teacher, teaching assistant, senior leader, pastoral lead, Headteacher or Designated Safeguarding Lead.

All reports will be listened to carefully and taken seriously. Concerns are recorded on our CPOMS systems and tagged as bullying where bullying is suspected or mentioned by a stakeholder.

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8. Responding to Bullying Incidents

When concerns are raised, the school will investigate promptly and fairly. We will listen to all pupils involved, gather information sensitively and decide on the most appropriate course of action.

Our response will focus on:

- Protecting and supporting the child who has been hurt
- Making clear that bullying behaviour is unacceptable
- Helping children understand the impact of their actions
- Repairing relationships where appropriate
- Applying sanctions in line with the Behaviour Policy
- Working closely with families
- Monitoring the situation to ensure improvement

Where necessary, individual support plans or additional supervision may be put in place.

Low level concerns are also recorded on CPOMS to create a picture of how relationships develop over time in class. This can be useful when investigating alleged bullying to see if a pattern of behaviour has been building. Furthermore, low level concerns are considered with the perspective that issues can develop into more concerning bullying when not dealt with well in class.

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9. Supporting Children

Children who have experienced bullying may need reassurance, regular check-ins, opportunities to rebuild friendships and trusted adults to speak with. We will provide pastoral support and make reasonable adjustments where needed.

Children who display bullying behaviour will also be supported to make better choices. They may need guidance in managing emotions, resolving conflict, developing empathy or improving relationships. Our aim is always to secure lasting behaviour change.

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10. Cyberbullying

Bullying that takes place online can be particularly distressing and may continue beyond the school day. We therefore educate pupils about safe and respectful online behaviour.

Where online incidents affect the wellbeing of pupils or the life of the school, we will investigate and respond appropriately, working with families and external agencies where necessary.

Specific examples of bullying online which are risks include:

- Group Chat Exclusion
- Sharing images/ videos
- Fake accounts
- Online Harrassment through gaming/ social media
- Screenshot sharing

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11. Inclusion and Equality

As an inclusive Church school, we celebrate difference and welcome every member of our community. We will not tolerate bullying linked to prejudice or discrimination of any kind.

We recognise that some pupils, including those with Special Educational Needs and Disabilities, may be more vulnerable to bullying or may need additional support. Appropriate adjustments will always be made.

At St Leonard's we are particular mindful of our duty as set out in the Equality Act (2010). In particular, we are vigilant about the protected characteristics, as illustrated in this legislation. The protected characteristics can become a target for bullying or unreasonable used to label someone in a derogatory way. Any such instances where a protected characteristic is associated with a bullying instance will be recorded on CPOMS and addressed with urgency.

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12. Safeguarding

Bullying may sometimes indicate wider safeguarding concerns. In some cases, behaviour may involve peer-on-peer abuse, harassment, emotional harm or discriminatory behaviour.

Where this is the case, concerns will be managed in line with safeguarding procedures and Keeping Children Safe in Education.

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13. Monitoring and Review

Leaders and governors will regularly review behaviour records, pupil voice, attendance patterns and parent feedback to evaluate the effectiveness of this policy.

We want every child at St Leonard's CE Primary School to say with confidence that they feel safe, valued and listened to.

This policy will be reviewed evey three years or sooner if a change is needed. The following policies are connected to the anti-bullying policy and should be read to fully understand our approach to behaviour and relationship management.

- Behaviour Policy and the restrictive intervention policy
- Exclusion Policy
- Distance learning Policy
- Relationships and Sex Education Policy
- Curriculum Policy
- Equality Policy
- Health and Safety Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy

Bullying is reported to the Governing Body as part of the Headteacher's report. Trends, bullying associated with protected characteristics and the impact of our work to mitigate the risks of bullying are discussed and appropriate challenge from the Local governing body is minuted.