



LADY BANKES

PRIMARY SCHOOL

ANTI-BULLYING POLICY

September 2025

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STATEMENT OF INTENT

'Lady Bankes Primary School is a school for everyone. Pupils really enjoy their learning. They are proud to be part of a school where their rights and responsibilities are promoted and respected. The warm and nurturing relationships between staff and pupils sit at the heart of the school's effectiveness. Pupils are happy and safe. They are proud of their school' (Ofsted February 2024)

At Lady Bankes Primary School we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere.

We recognise that each person is unique and is to be valued. Lady Bankes Primary School should be a happy and secure learning environment.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that ANYONE who knows that bullying is happening is expected to tell the staff.

At Lady Bankes Primary School we are committed to promoting positive wellbeing and mental health for all of our pupils, staff and the wider school community. We will strive to create a whole school approach. We are committed to creating an environment where the whole community feels safe, valued and respected. This transcends all our policies which aim to support Children and their families and our staff. These include but are not limited to Safeguarding and Child Protection, Behaviour, Anti Bullying, Attendance, Equality, SEND, RSE.

What is bullying?

Bullying is repeated use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. We teach the children that bullying can be 'several times on purpose'.

Bullying can be:

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical- pushing, kicking, hitting, punching or any use of violence
- Racist- racial taunts, graffiti, gestures
- Sexual- unwanted physical contact or sexually abusive comments
- Homophobic/ biphobic/ transphobic- because of, or focussing on the issue of sexuality
- Verbal- name-calling, sarcasm, spreading rumours, teasing
- Cyber- All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities.

Bullying occurs when the above behaviour occurs and is repeated.

Why is it important to respond to bullying?

Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Lady Bankes Primary School has a responsibility to respond promptly and effectively to issues of bullying. It is the job of all staff to be proactive in helping to prevent and deal with bullying.

Objectives of this policy

- The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied,
- Bullying will not be tolerated.
- That all members of the school community will work together to ensure the message is given that bullying will not be tolerated at Lady Bankes Primary School.

Children will be made aware that bullying is unacceptable and the consequences of bullying. This will be done through lessons, assemblies etc. There will also be a Friendship Week each year when children spend more time reflecting on how unacceptable bullying is and that we must speak up to stop it happening.

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
 - begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
 - has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
 - gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. All staff will be aware of checking the welfare of the children, mood changes, playground behaviour etc. If anyone has any concerns about a child it will be discussed during the staff Wednesday morning meeting to inform all staff or with a member of the SLT straight away.

Anti-bullying

All incidents will be recorded and followed up in line with the school behaviour policy. All staff will be made aware of any incidents to ensure children are carefully watched and monitored after any incidence of bullying has occurred. Also the school will meet with the victim's parents/ carers and the child who has done the bullying. It is important the school continues to check that there is no reoccurrence of the bullying and the child who has been bullied is happy, secure and safe in school. Also the child who has done the bullying understands this behaviour is unacceptable and the consequences of their actions.

Please see the school Behaviour Policy.

Procedures

1. Report bullying incidents to staff
2. Bullying incidents will be recorded by staff
3. Parents will be notified of any incidents
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour
6. Behaviour support will be sought from the Behaviour Support Team if needed
7. All staff will be informed and they will carefully monitor the victim and the bully
8. The victim will be supported in school
9. The parents of the victim will be contacted on a regular basis after it has been dealt to check the child is fine and nothing else has occurred.
10. At Staff meetings staff will discuss any concerns

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place. (This will work in line with our behaviour policy).
2. In serious cases suspension will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

Lady Bankes Primary School prides itself on the excellent behaviour of its pupils. As a school we will do different things with the children throughout the year to ensure that bullying is prevented.

As and when appropriate, these may include:

- writing a set of school rules

- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- Friendship Week
 - Children will be taught the acronym -STOP (several times on purpose) to help them recognise bullying

Visit the Kidscape website <http://www.kidscape.org.uk> for further support, links and advice.