

Article 19 (Protection) You have the right to be protected from being hurt and mistreated, in body or mind.

1. Introduction

The Department for Education states that all state schools must have measures in place to prevent all forms of bullying among pupils. This policy forms part of the school's wider safeguarding and behaviour framework and should be read alongside the Child Protection and Safeguarding Policy, Relationships Policy, Behaviour Policy and Online Safety Policy.

Langtoft Primary School is committed to providing a safe, inclusive and respectful environment in which all pupils feel secure, valued and able to learn. Bullying of any kind is unacceptable and will be taken seriously.

While there is no legal definition of bullying, the Department for Education defines bullying as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally.

Bullying can take many forms including:

- Physical bullying
- Verbal bullying
- Emotional or relational bullying
- Online or cyberbullying
- Prejudice-based bullying
- Indirect bullying such as social exclusion or spreading rumours

The school recognises that bullying may be a safeguarding concern and, in some cases, may constitute child-on-child abuse. All incidents will therefore be considered within the context of Keeping Children Safe in Education (KCSIE 2026) and the school's safeguarding procedures.

Bullying may be motivated by prejudice or discrimination relating to protected characteristics or perceived differences, including race, religion, disability, sex, sexual orientation or gender reassignment. The school recognises that sexist language, misogynistic attitudes and discriminatory behaviour can contribute to a culture in which harmful behaviour becomes normalised and will therefore be challenged and addressed.

The school adopts a whole-school approach to preventing bullying through education, positive relationships, early intervention and effective safeguarding practice.

2. Aims and objectives

Langtoft Primary School has established an ethos in which bullying is unacceptable.

A duty of care exists to ensure a safe and secure environment where all can learn without anxiety. Members of the school community, especially pupils, are actively encouraged to report any incidents of bullying.



This policy aims to produce a consistent school response to any bullying incidents that may occur where all those connected with the school are aware of their role with regard to the prevention or reporting of bullying.

3. Roles and Responsibilities

The role of the Governing Body

The Governing Body takes seriously any reported incidents of bullying and supports the Headteacher in all attempts to eliminate bullying.

The Governing Body monitors the incidents of reported bullying that occur. The Governors require the Headteacher to keep accurate records of all incidents of bullying (and the monitoring by the Headteacher of distressed pupils who perceive they are being bullied) and to report to the Governing Body on request about the effectiveness of school anti-bullying practices.

The Governing Body responds within ten days to any request from a parent/carer to investigate reported incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Governing Body.

The role of the Headteacher and Senior Leaders

The Headteacher and senior leaders are responsible for implementing this policy and ensuring it is consistently applied across the school.

The Headteacher ensures that all staff receive appropriate training so they understand:

- What constitutes bullying.
- The links between bullying and safeguarding.
- Their responsibilities for reporting, recording and responding to concerns.
- How to identify indicators of child-on-child abuse.

The Headteacher ensures that pupils understand:

- What bullying is.
- How and where to report concerns.
- The importance of respectful relationships.
- How to keep themselves and others safe online.

When bullying incidents occur, appropriate support will be provided to both the child experiencing bullying and the child displaying bullying behaviour. Responses will be proportionate, restorative where appropriate and consistent with the school's Relationships Policy.

All reported incidents of bullying will be assessed to determine whether they present safeguarding concerns. Concerns involving:

- Sexual harassment
- Sexual violence
- Child-on-child abuse
- Serious violence
- Hate incidents
- Coercive or controlling behaviour

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- Online exploitation or abuse
- Sharing of nude or semi-nude images

will be referred to the Designated Safeguarding Lead (DSL) without delay.

Where criminal offences may have been committed, the Headteacher and/or DSL will seek advice from external agencies, including the police, children's social care or other relevant safeguarding partners.

The role of teaching staff and support staff

All staff have a responsibility to take reports of bullying seriously, challenge inappropriate behaviour and create a culture where pupils feel confident to report concerns.

Any concerns relating to bullying must be recorded and shared in accordance with school procedures. Staff must consider whether behaviours may indicate wider safeguarding concerns, including mental health needs, exploitation, abuse or vulnerability.

Staff will promote positive relationships through the curriculum and wider school life. Teaching will include age-appropriate learning relating to:

- Respectful relationships
- Equality and diversity
- Online safety
- Child-on-child abuse
- Harmful sexual behaviour
- Sexual harassment
- Prejudice and discrimination
- Healthy friendships and emotional wellbeing

The role of parents/carers

Parents/carers are expected to support the school's anti-bullying procedures and work constructively with school staff to resolve concerns. Parents/carers should also support their children in developing safe and responsible online behaviours.

4. Policy into Practice

The school adopts a preventative, whole-school approach to bullying. Pupils are taught about kindness, inclusion, equality, diversity, respectful relationships and online safety throughout the curriculum.

Anti-bullying education is delivered through:

- PSHE
- RSHE
- Computing
- Assemblies
- Anti-Bullying Week
- Online safety events and workshops
- Class discussions and restorative practices

Project Evolve and the UK Council for Internet Safety (UKCIS) Education for a Connected World framework are used to support learning about online relationships, cyberbullying, digital resilience and safe online behaviour.



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The school actively promotes a culture where pupils understand:

- How to recognise bullying.
- How to report concerns.
- The importance of being an active bystander.
- The impact of prejudice and discrimination.
- How to seek help for themselves or others.

All allegations of bullying will be investigated promptly. Records will be maintained in accordance with safeguarding and behaviour procedures.

Where bullying is identified, the school will:

- Support the child experiencing bullying.
- Address the behaviour of the child displaying bullying behaviour.
- Involve parents/carers where appropriate.
- Implement sanctions or interventions where necessary.
- Assess any safeguarding implications.
- Monitor outcomes and review effectiveness.

Some incidents may constitute criminal offences or safeguarding concerns and may require referral to external agencies including Children's Social Care, the Police or Early Help Services.

The school will analyse bullying records and safeguarding data to identify patterns, trends and vulnerable groups in order to strengthen prevention and intervention strategies.

5. Monitoring and review

The effectiveness of the *Anti-bullying Policy* is monitored and reviewed annually by the Governing Body through;

- Requiring the Headteacher to report to Governors on the effectiveness of the policy.
- Taking into serious consideration any complaints or issues raised regarding bullying from parents/carers, staff or pupils.
- Monitoring other policies relating to safeguarding.

