Luston and Shobdon Community Primary Schools Federation

including Luston Nursery

Anti-Bullying Policy

Last reviewed	**24 Sep 2026**
Renewal due	**Sep 2027**

This policy was ratified by our Governors and disseminated to all staff.

The policy is designed to challenge and prevent all forms of bullying and reflects the aims and ethos of the Federation. The policy must be shared and implemented by all members of the school communities and visitors.

We aim to provide at both schools a safe and secure environment in which learning can take place for all pupils and where there is care, trust, respect and consideration for all members of the school community. We also support our pupils to reflect on their feelings and behaviour and to develop skills of assertiveness, empathy and communication. We endeavour to create a relaxed, pleasant atmosphere in which pupils can approach adults, talk about their worries and feel confident that adults will listen, help and follow up on their concerns. Individual needs require an individual response. Bullying is an anti-social behaviour and affects everyone. Bullying is unacceptable and cannot and will not be tolerated.

Bullying (as defined by the DfE) is: deliberately hurtful, repeated behaviour by one or more adult or child which uses power to hurt, threaten, frighten or cause unhappiness to another or others through physical, verbal or indirect means such as cyber-bullying or rumour spreading. It is not generally a “one-off” act of temper or aggression.

Physical bullying: jostling, punching, slapping, kicking, biting, pushing or any kind of physical violence or assault

Verbal bullying: shouting, swearing, teasing, badgering, name-calling, cursing families, use of threatening words, verbal taunting etc.

Emotional bullying: exclusion, teasing, rumour-spreading, malicious gossiping, mental torment, threatening gestures, menacing looks or stares, suggestive actions, inappropriate drawings, graffiti, note-passing, ostracising

Racial bullying: any of the above methods

Sexual bullying: any of the above methods

Religious bullying: any of the above methods

Cyberbullying: carrying out any of the above by using any electronic means: phones (texts, calls), emails, social networking, blogs, faxes, cameras etc.

Extortion, damage of theft of property including packed lunches, coats, bags of school work.

In addition:

- Bullying does not only take place between children. Parents/carers, teachers and adults sometimes bully children and other adults. If someone is persistently denigrated, his/her self-esteem will be damaged.
- Children may bully parents/carers, teachers and other adults. A concern is that adults may be reluctant to admit this.
- A positive, open approach should help all members of our school communities develop the necessary skills to deal confidently with all aspects of bullying.
- The bully, although the perpetrator, will nearly always have been bullied themselves and should be regarded as a victim and in need of counselling

Policy Implementation

- All complaints will be taken seriously and thoroughly investigated
- Everybody (teaching and support staff, parents/carers, volunteers, governors and children) will be aware of our anti-bullying policy as part of their induction or annual training.
- Staff will actively display non-bullying behaviour
- All staff aware of the vulnerable areas of the school (e.g. toilets, cloakrooms) and will endeavour to supervise these areas vigilantly
- Staff will be observant to the signs of bullying
- Staff to implement school, class and playground rules consistently
- Relevant information will be passed to next teacher to ensure consistency and awareness of vulnerability
- Class teachers will observe carefully, analyse friendship groups and review seating arrangements as appropriate
- Staff will take the view that it is a responsible and necessary act to report and record incidents of bullying according to school procedures. All incidents/complaints re bullying will be recorded and immediately reported to the Leadership Team
- Children will be encouraged to take collective responsibility in reporting incidents of bullying and be aware of the seriousness of being a bystander.
- Advice will be given across the curriculum for potential bullies, their victims and bystanders (e.g. PSHE, anti-bullying week, assemblies, cross-curricular themes)
- Wherever possible we will invite visitors/theatre groups to support our Anti-Bullying Policy. Parents/carers will always be informed regarding bullying incidents

- Support can be sought from a variety of sources including Thrive practitioners, LA Behaviour Support Team, Educational Psychologist, social workers, school nursing service, counsellors
- Solutions will be sought by discussion with all parties

Dealing with Bullying

When dealing with bullying incidents, the Federation will observe five key points:

1. Suspected bullying should never be ignored
2. Staff should not make premature assumptions
3. All accounts of the incident should be listened to
4. A problem-solving approach will be adopted which encourages pupils to find solutions rather than simply justify themselves.
5. Regular follow up to check bullying has not resumed.

Advice for Bullied Pupils

Pupils are told never to 'suffer in silence' and are encouraged to talk to adults. Childline posters are displayed.

During a bullying incident, pupils should be advised to:

- Try and stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult themselves
- Use the peer support services at school
- Not blame themselves for what has happened

When they talk to an adult about the bullying pupils should be clear about:

- What has happened to them
- How often it happened
- Who was involved
- Where it happened
- Who saw what happened
- What have they done about it already

The Role of Parents/Carers

Bullying in school is everyone's concern. All staff, pupils and parents/carers should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone. Parents/carers can watch out for signs that their child is bullied or bullying others. Parents/carers and families are often the first to detect signs of bullying. Parents/carers should ask their child about school, progress being made and any friends they have. They should not dismiss negative signs. If they are worried, they should contact the school straight away.

Parents/carers of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do.
- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher or a member of the Leadership Team as soon as possible

Parents/carers of a child who is bullying others should:

- Talk to their child regularly about how things are going at school
- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Make an appointment to see the child's teacher as soon as possible and explain the problem and discuss how the school and parents can work together
- Give the child lots of praise and encouragement when they are being kind and considerate to others

Away from the School Premises

The Federation cannot be directly responsible for bullying which takes place away from the school premises, but a school's failure to address harmful behaviour outside school might be a breach of the school's duty of care. In most cases what happens outside the school will have a direct influence on behaviour inside school.

Duty of Care

In order to discharge our duty of care the Federation needs to

- Have an anti-bullying policy which reflects expectations and procedures
- Ensure that all staff are aware of the importance of detecting and dealing with bullying and that they have guidance on what to do if bullying is detected or suspected
- Ensure that there is a culture in school which assures children that they will be listened to

Possible Sanctions

- Loss of privileges and playtimes

- Written and verbal apologies
- Behaviour contract: class, group or individual
- Restorative justice
- Official warnings
- Exclusion from lunchtimes
- Exclusion from specific games, events or parts of the site
- Loss of independence e.g. accompanied to toilet, no messages etc
- Fixed term suspension