



Lincoln Bishop King CE Primary School

Dream big. Love God. Live well.

Anti-Bullying Policy

Policy Updated: December 2025

Next Review (2 years): December 2027

Statement of Intent

At Bishop King, we always treat bullying, including allegations of bullying very seriously, regardless of whether it is physical or emotional. As part of a Church School, we are committed to providing a caring, friendly and above all safe learning environment for our pupils.

Bullying can be so serious that it causes psychological damage, eating disorders, self-harm and even suicide, and, whilst bullying is not a specific criminal offence, there are criminal laws, which apply to harassment and threatening behaviour.

We also reserve the right to investigate any incident that may take place outside of school hours, school trips and that occur within the vicinity of the school, that involve any pupil of Bishop King.

It is also noted that in the case of peer-on-peer abuse, bullying can also have safeguarding implications, further information can be found in our Safeguarding Policy.

Bishop King's Anti Bullying Statement

- Bullying and unkindness whether physical or emotional are entirely unacceptable at Bishop King. It conflicts greatly with the school's principles; church school values and we will always treat a bullying allegation seriously.
- Bullying is behaviour by an individual or group, repeated over time, which intentionally hurts another individual or group whether physically or emotionally.
- Bullying can take many forms (for example, cyber bullying via text messages on the internet), and is often motivated by prejudice against particular groups, on grounds of race, religion, gender and sexual orientation.
- It is noted that peer-on-peer abuse can be a form of bullying and in line with our school Safeguarding Policy, any peer-on-peer abuse will be treated as a safeguarding concern and passed on to a Designated Safeguarding Lead. Please refer to our Safeguarding Policy.
- Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship, which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online
- Bullying can happen anywhere, anytime and can involve everyone including; pupils other young people, staff or parents.
- All members of Bishop King have the right to enjoy their lives free of bullying and harassment. Anyone who feels bullied or intimidated has the right to expect the School to listen and to act promptly and sensitively to deal with the problem and the school will investigate any incidents.
- It is important to recognise that there is culpability if you see or are aware of bullying but do nothing about it. Neglecting to act makes the bystander complicit in the bullying. If you are aware of bullying happening in the school it should immediately be reported to a member of staff.

Detecting Bullying

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional Being unfriendly, excluding, tormenting (eg 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 Because of, or focussing on the issue of sexuality.
- Verbal Name-calling, sarcasm, spreading rumours, teasing.
- Cyber All areas of internet, such as email and internet chat room misuse.
Mobile threats by text messaging and calls.
Misuse of associated technology, ie camera and video facilities.

Children with SEND (Special Educational Needs and/or Disability)

Evidence shows that children and young people with special educational needs and/or disabilities are significantly more likely to be bullied or victimised than those who don't have any SEND. To prevent bullying of our SEND pupils, the school aims to take early intervention, in line with the school anti bullying policy. At Bishop King School, we always acknowledge and respond immediately to cases of bullying for all children. Children and young people with special educational needs or a disability, and their parents and carers can be particularly vulnerable to bullying. Therefore, any reports of alleged bullying that are raised should be taken seriously. This is particularly the case for children, parents or carers with communication difficulties. At Bishop King School we encourage the celebration of difference and diversity continuously, throughout all teaching, as a church school family.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

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/unwillingness to come to school
- begs to be driven to school
- changes their usual routine
- begins to truant
- becomes withdrawn anxious, or lacking in confidence and self esteem
- starts stammering
- attempts or threatens suicide or runs away
- feels ill or has unexplained cuts and bruises
- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating

Responding to Bullying

If a child makes a bullying allegation, all members of staff are expected to respond to bullying. The Pastoral Manager investigates all allegation of bullying. Children will be asked to share a verbal report of the incident that has happened, reported in detail by the member of staff, which is then logged in the Bishop King Behaviour File.

If appropriate, there would be a discussion with parents on the day of incident or as soon as possible after, via a phone call or a face-to-face meeting.

Procedures

1. Report bullying incidents to staff.
2. In ALL cases of bullying, the incidents will be recorded by staff.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem. The school behaviour policy will be followed.

Outcomes and Next Steps

After this process, if a bullying incident has occurred, appropriate pastoral support will be given to the child (victim) and also providing opportunity for restorative justice for the perpetrator (keeping in line with our behaviour policy). Both children may be:

- Kept safe
- Zoned from one another during social times
- Have the opportunity to use Lunchtime Lounge and Listening, Linking and Learning to reflect on their feelings and emotions.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

- If possible, the children will be reconciled, through the support of Church School Values and British Values.

In serious cases, fixed term or permanent exclusion will be considered for the child who continues to use bullying behaviours.

Prevention

Throughout the academic year, with support of our newly developed curriculum, we support our children and prevent any bullying behaviours.

- Writing Classroom Rules
- Support children with behaviour contracts/charts
- Participate in Anti-Bullying week (November)
- Participate in 'Show Racism the Red Card' (October)
- PSHE, Circle Time sessions.
- Teaching our Church School Values.
- Use of worry box in every Classroom.

Pastoral Support Check In/Lunchtime Lounge/ Listening, Linking, Learning and bespoke social/emotional intervention

Equality Act

Under the Equality Act 2010, it is against the law to discriminate against those who are covered by the act. This also means that bullying of people who come under the Act is a serious issue such as bullying someone due to their sexual orientation, being part of the traveller community. The nine protected characteristics are disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Links with other policies:

Behaviour Policy
Equality Act 2010
Equality Information and Objectives