

# Hanley St Luke's Church of England Academy

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## ANTI-BULLYING POLICY

|                                       |                        |
|---------------------------------------|------------------------|
| Date adopted                          | March 2024             |
| Date last reviewed                    | May 2026               |
| Next review date                      | June 2027              |
| Subject lead                          | Emma Facey /Zoe Cooper |
| Governor/Committee (where applicable) | For all                |

### Introduction:

At Hanley St. Luke's Church Of England Academy we strive to ensure that all children are treated fairly and feel happy, safe and secure. We strive to create an atmosphere where all children feel uniquely special as members of God's family and are able to understand, recognise, uphold and promote the values of honesty, courtesy, kindness, perseverance and respect. Our work is underpinned by our vision:

***Jesus said: 'I have come that they may have life and have it to the full.'***

Promoting **life-long learning**  
Developing **life-giving relationships**  
Exploring **life-enhancing faith**  
Inspiring **life-enriching aspiration**

At Hanley St Luke's we promote equality and diversity to ensure safety and well-being of all members of our school community. We promote good behaviour, respect for others and tackle all forms of bullying inclusive of:

- Bullying related to race, religion or culture
- Bullying related to Special Educational Need of Disability
- Bullying related to appearance or health condition
- Bullying related to sexual orientation
- Bullying via technology (Cyber bullying)

Forms of bullying can be:

- Physical- such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact
- Attacking property- such as damaging, stealing or hiding someone's possessions

- Verbal- such as name calling, spreading rumours , using derogatory or offensive language or threatening someone
- Psychological- such as deliberately excluding or ignoring people
- Cyber- deliberately using social media, WhatsApp or other messaging service to write or post hurtful comments about someone.

This Policy operates in conjunction with the following policies:

- Behaviour
- Child Protection and Safeguarding
- Equality Statement
- SEND
- Teaching Learning & Assessment

### **Policy Aims:**

- To create a safe and secure environment that promotes effective learning and supports safeguarding (through our Safeguarding and Child Protection Policy (see our website), which in turn is informed by Keeping Children Safe in Education 2023)
- To ensure swift action is taken in the event of bullying
- To promote positive relationships between pupils, staff and our community.
- To encourage and support children to become well rounded, responsible, respectful, moral and caring individuals.
- To provide both challenge and support to achieve high standards.
- To support the delivery of highly effective teaching that equips children with essential knowledge and skills to promote academic achievement and an appreciation of learning within a rich and relevant curriculum.

### **Our Rules**

- Be Ready
- Be Responsible
- Be Safe

### **Our Values**

- Honesty
- Courtesy
- Kindness
- Perseverance
- Respect

### **Prevention**

It is the responsibility of all pupils and staff to maintain the expectations set out in the school's behaviour policy. It is the pupils' responsibility to try to be a good role model for their peers and self. Similarly, we expect all adults to be positive role models demonstrating mutual respect and tolerance.

Conflict is a normal part of child development and personal growth. From a young age children learn to play in solitary, parallel then cooperatively. We promote the use of Time To Talk as a tool to support pupils with minor disagreements. The school rules set clear boundaries and expectations enabling all learners to thrive.

Prevent strategies include:

- PSCH scheme
- Anti bullying charter

- Time To Talk
- Behaviour policy
- Class based discussions
- British Values
- NSPCC resources
- Playground Leaders
- Peer Mediators
- E-safety policy
- Whole school assemblies

## **Roles and Responsibilities**

### **Governing Body**

It is the responsibility of the governing body to support the Headteacher in eliminating bullying at Hanley St Luke's Church Of England Academy. As a zero tolerance school the governors will review and monitor any incidents of bullying.

### **Headteacher**

The Headteacher is responsible for the implementation of the anti bullying policy and to review the effectiveness of prevention strategies. It is also their responsibility to report any incidents of bullying to the governing body. The Headteacher is responsible for ensuring all staff have the necessary skills and training to uphold a zero tolerance approach. The Headteacher must ensure all children and staff understand what constitutes bullying. The Headteacher sets the climate for the school culture and therefore must model high expectations where children feel safe, understood and listened to. Each and every child should feel welcome regardless of race, religion or culture. Where there is suspected bullying it is the responsibility of the Headteacher to investigate fully with all parties. Report the outcome to staff and parents and provide a clear sanction or support for the individual.

### **Staff**

It is the responsibility of all staff to be positive role models, show respect and be approachable to all pupils. They should uphold the school values whilst promoting all aspects of the behaviour policy. Staff should understand what constitutes bullying and share this with the pupils. All learning spaces should promote respect for school equipment, each other and ourselves. Teachers should provide opportunities to discuss any concerns openly and as a teaching opportunity. Class based resources such as the PSHE scheme, Time To Talk area, NSPCC resources and positive relationships. In cases where pupils require specialist support it is the responsibility of the class teacher to signpost or liaise with the SENCO and relevant agencies.

Where there is suspected bullying it is the responsibility of the staff member to seek the initial facts then refer to the Headteacher.

### **Parents/carers**

If a parent suspects their child is being bullied they must report it to their child's class teacher immediately. Parents are responsible for supporting the school's behaviour and anti bullying policy encouraging their child to make a positive contribution. The parents should feel confident concerns will be taken seriously and addressed. It is not appropriate for parents to engage in discussions with another parent if they suspect bullying.

### **Pupils**

If a pupil suspects bullying or feel they are a victim of bullying they must report it immediately to a member of staff. It is their responsibility to follow the school rules in line with the values. Pupil representatives review the Anti-bullying charter each year and share with their peers.

## **Useful contacts and Resources**

- NSPCC
- Childline

- Beat Bullying
- Anti-bullying Alliance

## Appendix 1



# Anti Bullying Charter

STOP!

Together we are not alone.

We will report it!

ZERO tolerance.

ALWAYS tell someone.

There WILL be consequences.

**BE READY, BE RESPONSIBLE,  
BE SAFE**