



This **Anti-Bullying Policy** incorporates the values of **hesed (kindness)**, **hamdah (compassion)**, **honesty**, and **horizons (growth and vision)**, as well as the schools Positive Behaviour Strategy and inclusive approach.

Lindridge Primary School Anti-Bullying Policy

1. Statement of Intent

At Lindridge Primary School, we are committed to providing a safe, inclusive, and nurturing environment where every child feels valued, respected, and supported. Bullying of any kind is unacceptable and will not be tolerated. We believe that all behaviour is a form of communication and that children thrive when their emotional and social needs are understood and met with compassion.

This policy is rooted in our school values:

- **hesed** – Kindness in all interactions
- **hamdah** – Compassion for others' experiences
- **Honesty** – Integrity and transparency in our actions
- **Horizons** – A commitment to growth, learning, and possibility

2. Definition of Bullying

Bullying is defined as the **repeated** and **intentional** hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can be:

- **Physical** – hitting, kicking, pushing
- **Verbal** – name-calling, threats, teasing
- **Emotional** – excluding, spreading rumours, intimidation
- **Online (Cyberbullying)** – sending harmful messages or images via digital platforms

Bullying is not occasional conflict, friendship issues, or isolated incidents of poor behaviour. These are addressed through restorative and relational approaches.

Lindridge St Lawrence CE VA Primary School

Discovering life in all its fullness. John 10:10

● *Hesed* ● *Hamdah* ● *Honesty* ● *Horizons* ●

3. Aims of the Policy

- To prevent bullying through a culture of kindness, respect, and inclusion.
- To ensure all children and staff feel safe and supported.
- To respond to bullying incidents promptly, fairly, and effectively.
- To educate children about empathy, diversity, and respectful relationships.

4. Prevention Strategies

We use the **Paul Dix Positive Behaviour Strategy – Ready, Respectful, Safe**, which aligns with our inclusive ethos and supports children in understanding expectations and building positive relationships.

Prevention includes:

- Regular PSHE lessons and assemblies focused on empathy, respect, and anti-bullying themes.
- Staff modelling respectful behaviour and language.
- Encouraging children to speak up and seek help.
- Creating safe spaces for children to express concerns.
- Promoting peer support and restorative practices.

5. Reporting and Responding

All bullying concerns will be taken seriously and investigated sensitively. Children, parents, and staff are encouraged to report concerns to any trusted adult.

Response steps include:

- Listening to all parties involved.
- Recording incidents accurately.
- Engaging in restorative conversations where appropriate.
- Implementing support plans for both the victim and the perpetrator.
- Informing parents/carers and involving them in resolution.
- Monitoring the situation to ensure it does not continue.

Lindridge St Lawrence CE VA Primary School

Discovering life in all its fullness. John 10:10
● *Hesed* ● *Hamdah* ● *Honesty* ● *Horizons* ●

6. Support for Pupils

We recognise that children may need emotional support whether they are experiencing bullying or displaying bullying behaviour. Support may include:

- Time with a trusted adult or pastoral lead.
- Access to emotional literacy or wellbeing interventions.
- SEN support where applicable.
- Peer mentoring and/or friendship groups.

7. Staff Responsibilities

All staff are responsible for:

- Promoting a culture of kindness and respect.
- Intervening early and consistently when concerns arise.
- Reproaching in private and praising in public to protect dignity.
- Listening to children and families with empathy and openness.
- Upholding professional boundaries while fostering strong relationships.

8. Monitoring and Review

This policy will be reviewed annually and in response to any significant incidents. Feedback from pupils, staff, and parents will inform improvements.

Approved by: Amanda Greenow-Langford **Date:** 09.09.2025

Approved by: Meryl Roberts

Last reviewed on: 9th September 2025

Next review due: 9th September 2026