



Anti-Bullying Policy and Procedure – Students

Group Responsible for policy and process review:	Executive Team
Executive Team member responsible:	Principal
Date of this approval:	September 2025
Ongoing review:	Every 36 months
Review consultation:	Executive Team
Date of next review:	September 2028

1. Purpose

The London School of Theology (LST) is committed to creating a supportive, inclusive, and respectful environment for all students. This commitment is rooted in our confessional foundations as an evangelical Christian learning community, as enshrined most particularly in our Doctrinal Basis and Community Code. Bullying is inimical both to our Christian values and to our obligations as a Higher Education Institution aligned with statutory requirements and best practice within the HE sector. It contravenes the fundamental Christian principles of love for neighbour and responsibility towards the other, while exemplifying sinful abuses of power highlighted by Jesus himself (Mark 12:31; Phil 2:3; Matt. 23:1-36).

This policy outlines our stance on bullying applied to students, as a means to promoting a culture of dignity and respect while providing a framework for addressing any incidents that may occur.

In accordance with Office for Students requirements, distinct Policies and Procedures apply to employees and students of LST with regard to Equal Opportunities and Anti-Harassment (including Sexual Harassment), while there is also a distinct Employee Policy and Procedure on Bullying. A separate but related Equality, Diversity and Inclusion (EDI) Policy applies to Employees and Students alike, and procedures for dealing with breaches of the School's EDI commitments are set out in that Policy for both groups. It is recognised that Bullying may be closely related to these other areas, and may in some cases form part of a wider set of abuses that include them: in such cases, it will be for the Investigating Officer appointed in each instance to determine which Policy it is most appropriate to apply. Here, however, Bullying is addressed distinctively, in compliance with the requirement of the Office for the Independent Adjudicator for Higher Education to produce a Policy specifically focused on it.

2. Definition of Bullying

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. It can be physical, verbal or relational and can occur in person or online. Examples include:

- Aggressive and/or intimidating physical contact, including hitting, pushing, shoving or inappropriately touching another, with or without accompanying threats or insults
- Aggressively invading another's personal space against their will
- Verbal abuse or insults
- Spreading malicious rumours or gossip through verbal, visual, printed, digital or other means
- Wilful and/or unwarranted exclusion from social groups or activities
- Intimidation or threats

3. Policy and Procedure

The London School of Theology repudiates any form of bullying. All students are expected to treat one another, and other members of the School community including employees, with respect and dignity. Any behaviour that contravenes this Policy will therefore be taken seriously and addressed promptly, through the School's Student Disciplinary Procedure.

4. Application

This policy applies to all students studying on campus and remotely, including on placements, and also to external events organised by the School in which students participate.

5. Reporting Procedures

Individual students who feel they have experienced or witnessed bullying are encouraged to report the incident. Reports should be made using the Student Disciplinary Procedure where one student is lodging an allegation of bullying against another student, or where an employee is making an allegation in one or more of these areas against a student.

Where a student is making an allegation in one or more of these areas against an employee, they should do so using the School's Non-Academic Complaints Policy, application of which may result in the relevant manager/s then applying the Employee Disciplinary Policy.

6. Support Services

LST recognizes the emotional toll that bullying and harassment, including sexual harassment, can take. Support services for affected individuals include:

- Access to pastoral support provided by the Chaplain and/or Pastoral Support Team.
- External counselling services provided by the School, at the recommendation of the Chaplain.
- Referral to external support and care organizations as necessary, through the Chaplain and/or Pastoral Team.

