

St John's CE Primary Academy



Anti-Bullying Policy

Approved by: Chair of Governors **Date:** September 2025

Last reviewed on: September 2025

Next review due by: September 2026

Introduction

“Life in all its fullness.” – John 10:10

Inspired by our Christian foundation and the words of Jesus in John 10:10, “I have come that they may have life, and have it to the full,” our vision is to nurture a flourishing school community where every child and adult flourishes and is empowered to grow spiritually, academically, socially, and emotionally.

We aim to create a safe, inclusive, and aspirational environment rooted in love, respect, and hope. Our school seeks to cultivate curious minds, compassionate hearts, and courageous spirits—equipping each learner to discover their purpose, develop their gifts, and contribute positively to the world around them.

In partnership with families, the Church, and the wider community, we are committed to enabling life in all its fullness for all.

The statement underpins the fact that we are committed to providing a caring, friendly and safe environment for all of our pupils so they can develop and learn in a relaxed and secure atmosphere. This is about ensuring that there is **nothing** which prevents an individual from growing and flourishing in all aspects of their being and recognising and speaking out and taking action when this is not so. We are committed to the truth that bullying of any kind is unacceptable at our school as any form of bullying is a sign of a lack of respect for others. If bullying does occur, all pupils are able to inform key members of the community and know that incidents will be dealt with promptly and effectively.

St. John’s is committed to the Government’s Anti-Bullying Charter and adopts a proactive approach to anti-bullying education, including dedicated PSHE/RSHE time, School Council discussions, assemblies, SIAMS guidance, a comprehensive online-safety and anti-bullying programme of events and other cross-curricular approaches.

Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them. (Article 19: UN Convention on the Rights of the Child)

Links with other policies

This policy should be read in conjunction with other school policies, particularly:

1. Online Safety
2. Behaviour and Attendance (including Rewards)
3. Child on Child Abuse Policy
4. Special Educational Needs
5. Safeguarding
6. Teaching and Learning
7. Equality
8. Keeping Children Safe in Education 2025
9. PSHE
10. Staff code of conduct
11. Complaints Procedure
12. Mental Health and Wellbeing Policy

What is Bullying?

Bullying is repeated behaviour which causes emotional or physical harm to another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g., 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 the internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e., camera & video facilities

Why is it Important to Respond to Bullying?

Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We, as a school community, have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All Governing Board members, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All Governing Board members, 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.
- All members of St. John's community understand that 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 the following possible signs and that they should investigate if a child:

- is frightened of walking to or from School
- changes their usual routine
- is unwilling to go to School (School phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underachieve in School work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"

- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- regularly forgets their equipment (PE kit etc) (it may indicate that they are avoiding a particular space)
- if a child does not keep in touch with friends outside of school
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received
- doesn't want to use or look at their phone or leaves it switched off

School Systems and Procedures

All pupils are placed in groups where they have the support of a member of the teaching staff. In the time they spend in these groups they experience elements of the PSHE, RSHE, Citizenship, British Values, Prevent, E-safety curriculums. They are taught the importance of respect for others, tolerance and empathy for others. The school motto of "Life in all its fullness" plays an integral role in the messages that are delivered to pupils and the manner in which they treat each other. Kindness and respect are the foundation of the 'Mission Statement' and at the core of all experiences in the school. These values underpin everything that happens in our school.

An online safety programme of events for staff and pupils is followed yearly. All pupils are keenly aware that bullying in any form is not tolerated. Data regarding bullying is recorded in a behaviour log. Data shows that bullying incidents are few in the school and that, where they do occur, they are dealt with swiftly and effectively. Pupils are supervised at all times and in all areas including lunch and break times. Physical violence is very rare. The school environment is clean and conducive to learning. The school environment fosters positive emotions with clear messages on positive behaviour.

All behaviour incidents including different categories of bullying are recorded centrally by all staff in a behaviour log and for any severe concerns on CPOMS and follow ups to bullying incidents are also recorded. The data in this MIS is constantly monitored and scrutinised by the SLT.

Professional development for all staff in safeguarding including online-safety and protection of pupils in vulnerable groups is prominent.

Procedures

If a pupil is being bullied, or suspects that another pupil is being bullied, they **must**:

1. Report the incidents to parents, staff or peers
2. Once reported, the person concerned has a duty to inform a member of staff
3. In all cases of bullying, the incidents will be recorded, investigated (with all those concerned seen) and appropriate action taken by a member of the leadership group
4. In serious cases, parents of both the victim and the bully should be informed and will be asked to separately come in for a meeting to discuss the problem. Possible sanctions include suspensions and exclusion from School (see the Positive Behaviour Policy)
5. If necessary and appropriate, police will be consulted
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped immediately
7. An attempt will be made to help the bully (bullies) change their behaviour
8. Any evidence of further bullying will be treated very seriously, including the possibility of exclusion from school
9. The school has a complaints procedure available via the school website.

Continuous Bullying Habits

The school will consider whether continuous bullying habits might be the result of unmet educational or other needs.

Pupils who exhibit continuous bullying habits will be supported through a variety of mechanisms such as:

- Pastoral Support Plan
- One to one support
- Counselling
- Referral to support workers such as the EWO, School Nurse etc.
- Early Help action Plan
- Any other suitable intervention

Monitoring for Online safety

All e-communications used on the school site or as part of school activities off-site are monitored and restricted if necessary, and pupils are told not to respond to abusive emails, text messages or phone calls. Additionally, commercial chat rooms and other cyber sites are regularly monitored to ensure that no offensive material or comment is made about any member(s) of St. John's Academy. We take the potential of online sexual harassment very seriously.

This might include: non-consensual sharing of sexual images and videos and sharing sexual images and videos (both often referred to as sexting); sexualised online bullying and inappropriate sexual comments on social media; exploitation; coercion and threats. Online sexual harassment may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. Please refer to the Child-on-Child Abuse Policy. In short, we will not tolerate any form of sexual violence or harassment.

Staff responsibilities

These include:

- teaching children safe internet etiquette
- applying School policy in monitoring electronic messages and images (as explained above)
- keeping up a dialogue with parents about emerging technologies their child might be using
- ensuring parents know what steps to take if they suspect their child is being cyber-bullied or is bullying someone else

We are committed to providing anti-bullying training to all of our staff including the signs of bullying and appropriate responses. Additionally, we support our designated safeguarding leads (DSLs) by protecting time in timetables to engage with local safeguarding partners.

Advice for parents and pupils

At St. John's CE Primary Academy we recognise the importance of the home school partnership and its impact on children's learning and behaviour. We ask parents to be vigilant and to support their children by letting us know if they suspect that bullying is taking place.

Parents are advised to use parental control software, and discuss with their child about what is appropriate. Parents are encouraged to contact the school if their child experiences problems with cyberbullying.

Young people are advised not to respond to abusive emails, text messages or phone calls, but to tell an adult (preferably a parent or teacher) and to

contact their service provider for advice on how to block calls. They should keep emails and texts as evidence for tracing and possible police action.

This policy recommends that young people keep to public areas of chat rooms and never give out contact details online or post photographs of themselves.

DEALING WITH INCIDENTS OF BULLYING

It is the responsibility of all adults working in school to deal with instances of bullying. We should remember that if we ignore such behaviour then we are condoning it. Children who are bullied, children who witness incidents, parents and other school staff are encouraged to report their concerns directly to the Principal or SLT.

- Listen carefully to the child and record all incidents reported. Staff must not give assurances that secrets will be kept.
- The following steps will be taking when dealing with an incident:
 - The child who is being bullied will record or be helped to record the event in writing
 - The child who is accused of the bullying will also record or is helped to record the events in writing o Depending on the seriousness of the incident the two parties may come together to discuss the matter.
 - Evidence is gathered to establish the accuracy of the accounts
 - If this is a first offence and relatively slight then the incident of bullying will be dealt with in school, very often in the form of circle time.
 - Social inclusion will also be used such as involving children in games run by other children or adults
 - However, if the child has been known to bully children before then parents are informed immediately.
 - Where appropriate parents will be invited into school to discuss the issue further.
 - All information will be kept centrally with due confidentiality in accordance with our obligations to keep children safe.
 - All children and parents involved will be supported with the help of external agencies, if there is a need.
 - If the bullying does not cease, then the full range of school sanctions will be employed, including exclusion (see Positive Behaviour Policy).
 - At the weekly briefing session all staff are kept informed of any issues of concern

DEALING WITH MINOR INCIDENTS

We operate a hierarchy of corrective interventions and consequences, working from the least to the most intrusive. The hierarchy is made explicit

to the children as is the link between the behaviour and the consequence. In the first instance a parent who expresses concerns should always speak with their child's class teacher.

- Verbal reminder of the expected behaviour/school rule – You can choose to.... or you can choose to...
- The child is removed from the group for 5 minutes to reflect on their behaviour. Name and incident recorded in class behaviour log.
- If the child continues to choose inappropriate behaviour, then a further 'time out' session will take place.
- The child will be involved in such activities as 'circle time' so they can reflect on their behaviour and have an understanding of how the other child may be feeling.
- Other sanctions may include loss of free time such as playtimes when the child may be expected to complete unfinished work or write a letter of apology for their behaviour.
- Parents will be involved at the earliest possible stage, if problems are persistent or recurring. Children may then be placed on a Behaviour Support Plan to monitor their behaviour with parents' support.
- Staff will be informed to ensure they can monitor the situation.
- If after a great deal of support and intervention a child is still experiencing behaviour difficulties then the advice of outside Agencies i.e., Pastoral Support Programme involving Behaviour Support Agency will be sought.

DEALING WITH MAJOR INCIDENTS

All major incidents are dealt with by the Principal or SLT member and may involve one or more of the following.

- A letter and / or phone call to parents informing them of the problem.
- A meeting with parents to work on a plan on how to further support the child with the possible use of Outside Agencies i.e. Pastoral Support Programme involving Behaviour Support Agency to be put forward. Parents are also informed of possible future actions such as exclusion if the child's behaviour does not improve.
- If the problem is severe or recurring then exclusion procedures are followed in line with government guidelines.
- A case conference involving parents and support agencies.

- Permanent exclusion after consultation with the Governing Body and the LA.
- Parents have the right of appeal to the Governing Body against any decision to exclude.
- NB: A very serious problem may result in the normal procedure being abandoned and a child being excluded for a fixed period.

Monitoring, Evaluation and Review of this Policy

The SLT will monitor this policy on an ongoing basis. Evaluation procedures include regular discussion at Leadership Group and Governing Board (GB). Monitoring and discussion of bullying takes place in staff meetings. This is facilitated by easy access to bullying data / incidents via CPOMS and behaviour log. Termly reports on the number of bullying incidents and the categories that they fall into are produced so that data can be analysed over time. Parental comments regarding the policy are welcome at any time where anti-bullying will appear as an agenda item. Governors are informed annually on the implementation of this policy.

This policy is reviewed annually by the GB. Any important amendments are advertised to all parties via the school newsletter.

HELP ORGANISATIONS

- KIDSCAPE Parents Helpline: 0845 1 205 204 www.kidscape.org.uk
- Family Lives: 0808 800 2222 www.familylives.org.uk
- Childline: 0800 1111 www.childline.org.uk
- Youth Access: 020 8772 9900
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Children's Legal Centre: 08088 020 00

