



SAINT JOHN'S

ANTI-BULLYING POLICY

Designated Member of Staff	Deputy Head
Committee with responsibility	Curriculum and Standards
Date of Issue	Autumn 2020
Frequency of Review	Annual

Issue Number	Issue Date	Summary of Changes
1	December 2021	Review and re-formatting of the policy
2	May 2023	Reviewed and ratified at FGB T5
3	June 2024	Reviewed, re-written and ratified at FGB Term 6

Saint John's CE Primary School is a place "where we all flourish". Bullying of any kind, including cyber-bullying, goes against our Christian values, it is unacceptable and will not be tolerated at our school. We provide children with a safe environment where every adult has an open-door policy. In their daily practice, every adult contributes towards a culture of openness and sharing, honesty and listening so they can learn, grow and develop both academically and socially. This policy sits alongside our Behaviour and Relationships Policy, which details our daily approach to creating a positive environment "where we all flourish".

Definitions

Bullying: Bullying is defined as a repeated, deliberate and targeted act which physically or emotionally harms another person, usually involves an imbalance of power and is done several times on purpose. It can happen face to face or online.

Bullying behaviours can be, but are not limited to:

- verbal aggression, intimidation, humiliation, threats or disrespect
- physical aggression, intimidation, humiliation, threats or disrespect
- verbal or physical control of others
- exclusion or seclusion from groups
- racism
- homophobia

Repeated: Happening a number of times.

Deliberate: On purpose.

Targeted: Chosen to act against a specific person or group of people.

Imbalance of power: When a behaviour causes intimidation and a sense that one person or group of people has control over another's attitudes, thoughts, decision-making or actions.

Harm: Physical or emotional damage caused.

The 'Harmer': The person or people responsible for causing physical or emotional damage to others.

The 'Harmed': The person or people directly effected by the physical and emotional damage caused.

The 'Bystander': Someone who witnesses the physical or damage caused to others.

We acknowledge that bullying is not an impossible occurrence in schools but we have a preventative and pro-active approach to bullying, which involves creating an environment where children feel safe, happy and comfortable to talk to trusted adults. If incidents of bullying do occur, we have consistent and robust procedures in place to manage each situation individually. We use CPOMS – an online system – to record behaviour changes and incidents and this is monitored by the DSL and DDSLs.

The strategies we use at Saint John's to prevent bullying may be, but are not limited to:

- Promoting our Christian Values through Collective Worship sessions and in everyday situations.
- Building positive working relationships with pupils to ensure that they have trusted adults in school.
- Providing opportunities to learn about bullying, friendships and relationships in PHSE (Personal Social Health Education).
- Providing opportunities to learn and re-visit online safety in Computing lessons.
- Discussing definitions of bullying in class and directly exploring social experiences and stories.
- Establishing class rules in line with our 3 school rules of 'Ready, Respectful, Responsible'.
- Positive behaviour and attitude recognition.
- Encouraging and modelling positive play at breaktimes and lunchtimes.
- Promoting an 'Open-Door' policy for pupils to talk about concerns or worries.

Bullying is everyone's responsibility

It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

All adults in school:

- work together to create a positive environment where all children feel safe, happy and comfortable to share their concerns and worries.
- model acceptable and appropriate behaviours of 'ready, respectful and responsible' to set positive examples for all children.
- teach children about bullying and cyber-bullying (in PSHE and Computing lessons) and actively encourage all children to 'speak out, stay safe', which is in line with NSPCC's guidance around keeping children safe.
- record any incidents of behaviour changes or incidents that occur on CPOMS and monitor these to spot patterns.
- support all pupils (the 'harmed', the 'harmer' and any 'bystanders') involved in any incidents of bullying to ensure that it is dealt with quickly and effectively.
- manage any incidents of bullying sensitively and effectively, communicating with parents professionally.

Families:

- will support the school's approaches for preventing bullying and managing bullying incidents by ensuring their child attends school.
- will support their children to fully understand what bullying is.
- will use the word 'bullying' appropriately and carefully assess if a situation is bullying using the guidelines outlined at the beginning of this policy.
- will ensure that any suspected incidents of bullying are brought to the attention of school staff as quickly as possible.
- will communicate with the school professionally at all times.
- will trust the school to manage the situation effectively in line with our school policies.

Children:

- will fully understand what the word 'bullying' means.
- will use the word 'bullying' carefully when discussing incidents that have occurred, assessing if a situation meets the guidelines outlined at the beginning of this policy.
- are encouraged to speak to trusted adults in school and at home to raise concerns or worries about bullying.

School Leaders:

- may become involved if an incident of bullying has occurred to oversee and monitor the situation, meet with families and support all children involved.
- will ensure the policies and procedures are kept up-to-date, relevant and reflective of what the school does in their daily practice.
- will ensure all staff have sufficient training needed and are exhibiting the preventative and pro-active approach outlined in the behaviour and relationships policy.
- will ensure that National 'Anti-Bullying Week' is signposted and the importance of it highlighted.

Governors:

- will support the Head Teacher and all other staff by ensuring that the effectiveness of policies and procedures outlined by the school are checked, challenged and monitored.
- will be periodically informed of records of bullying that have occurred involving children at the school.
- may be asked to become involved in the process of managing an incident at the Head Teacher's or a parent's request.

Cyber-Bullying

Cyber-bullying a repeated, deliberate and targeted act which physically or emotionally harms another person, usually involves an imbalance of power and is done several times on purpose using technology. Technology plays a huge part in today's society and in the lives of children; we acknowledge that this means Cyber-bullying will need particular attention within this policy.

Cyber-bullying behaviours can be, but are not limited to:

- Abusive comments, rumours, gossip and threats made via digital communications and/or technologies - this includes internet gaming.
- Sharing pictures, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation.
- Hacking into someone's email, phone or online profiles to extract and share personal information, or to send content while posing as that person.
- Creating social media accounts, pages, chat rooms and posts that intend to harm, make fun of someone or spread malicious rumours.
- Pressurising someone to do something online they do not want to do such as sending personal images.

Ways we support pupils who experience cyber-bullying and their families:

- Encouraging them to keep copies of anything that may be regarded as cyber-bullying.
- Discussing with pupils who demonstrate cyber-bullying behaviours the impact of their actions and reminding them of the legal implications of their actions.
- Talking with families about these issues and how online activity can be monitored and supervised at home.

We also use these strategies to prevent cyber-bullying:

- Regular online safety lessons.
- Reminding pupils of safe internet use during computing lessons.
- Promotion of online safety in assemblies.
- Rigorous security settings and close monitoring of online activity in school.
- Making online safety information available on the school website and Class Dojo.
- Promoting websites and advice to parents which support parents in keeping children safe online.

Pupils who are vulnerable to experiencing bullying behaviour and to demonstrating bullying behaviours include those experiencing:

- Personal insecurity or worries (*they may be concerned about others judging them, picking on them or pointing out failings*).
- Loss of power or status (*they could experience bullying themselves*).
- Challenging personal circumstances (*for example, trauma, family relationships...*).
- Lack of knowledge or understanding of others (*such as not knowing that some jokes or comments may hurt some people and not others*).
- Difficulties with accepting unique qualities in others (*such as physical, cultural, social, financial, learning, developmental or sexual differences*). They may have these unique qualities and need the support of others to feel accepted and included.

The following strategies help school to identify incidents of bullying:

- All staff watch for early signs of changes in behaviour and attitudes of pupils.
- All staff listen, believe and investigate.
- Establish with all pupils the school's definition of bullying and the behaviours that are linked with bullying.
- Encourage pupils and parents to inform staff members of concerns regarding bullying behaviour.
- Provide different ways for pupils to raise concerns comfortably regarding bullying behaviour.
- Display the Childline telephone number around school and in each classroom.