



SAINT JOHN'S

ANTI-BULLYING POLICY

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| Designated Member of Staff | Deputy Head |
| Date of Issue | Autumn 2020 |
| Frequency of Review | Every two years |

| 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 | April 2024 | Reviewed, re-written and ratified at FGB Term 6 |
| 4 | January 2026 | Reviewed and ratified at FGB Term 3 |
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Saint John's Church of England 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 has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998
- Education Act 2011
- DfE 'Preventing and tackling bullying'
- DfE 'Mental health and wellbeing provision in schools'
- DfE 'Keeping children safe in education 2025'
- DCMS, DSIT, and UK Council for Internet Safety 'Sharing nudes and semi-nudes: advice for education settings working with children and young people'

This policy operates in conjunction with the following school policies:

- Behaviour and Relationships Policy
- Safeguarding and Child Protection Policy
- RSE (Relationships and Sex Education) Policy
- Exclusion Policy

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, physical or coercive control of others
- exclusion or seclusion from groups
- racism
- homophobia

Repeated: Happening a number of times.

Harm: Physical or emotional damage caused.

Deliberate/Intentional: On purpose.

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

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

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

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.

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

The school understands that, under the Equality Act 2010, it has a responsibility to:

- Eliminate unlawful discrimination, harassment, including sexual harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

The school understands that, under the Human Rights Act (HRA) 1998, it could have actions brought against it if it allows the rights of pupils to be breached by failing to take bullying seriously.

The headteacher will ensure that this policy complies with the HRA; the headteacher understands that they cannot do this without fully involving their teaching staff.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may be considered criminal offences:

- Under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or in a way which conveys a message which is indecent or grossly offensive, a threat, or contains information which is false and known or believed to be false by the sender.
- The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.
- Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene, or menacing character. It is unlawful to disseminate defamatory information through any media, including internet sites.
- Other forms of bullying which are illegal and should be reported to the police include violence or assault, theft, repeated harassment, or intimidation, and hate crimes.

Bullying is everyone's responsibility

In line with our Behaviour and Relationships Policy, 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 equity throughout the process;
- manage any incidents of bullying sensitively and effectively, communicating with parents professionally.

Families:

- will ensure that any suspected incidents of bullying are brought to the attention of school staff as quickly as possible;
- 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 support the school's approaches for preventing bullying and managing bullying incidents by ensuring their child attends school;
- 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 and 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;
- raise an incident of suspected bullying to a trusted adult, whether they are the 'harmer', 'harmed' or 'bystander'.
- ensure that they follow school and NSPCC advice to 'speak out, stay safe'.

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 proactive approach outlined in the Behaviour and Relationships policy;
- keep accurate records of reported incidents and analyse incidents of bullying to identify trends and improve measures if necessary;
- 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.
- will be appropriately trained in safeguarding and child protection related to the provision of measures to prevent and manage bullying.

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.

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.
- Maintain consistently high expectations of pupil behaviour, in line with our Behaviour and Relationships policy.
- Positive behaviour and attitude recognition.
- Encouraging and modelling positive interactions with others at all times.
- Promoting an 'Open-Door' policy for pupils to talk about concerns or worries.
- Display the Childline telephone number around school and in each classroom.

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*).
- Differences in character (*sexual orientation, ethnicity, spoken language, SEND provision*)
- Loss of power or status (*they could experience bullying themselves*).
- Challenging personal circumstances (*for example, ACEs, health conditions, family relationships, socioeconomically disadvantaged*).
- 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 themselves 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 pupil, including their relationships with others.
- All staff listen, believe and investigate.
- Establish the school's definition of bullying and the behaviours that are linked with bullying with all pupils.
- Provide an open-door policy for pupils and parents to inform staff members of concerns regarding bullying behaviour.
- Provide different ways for pupils to raise concerns comfortably regarding bullying behaviour.

If bullying incidents are reported, staff will:

- Work together with all pupils involved to investigate thoroughly and communicate with families.
- Act decisively in line with our Behaviour and Relationships policy and manage the situation efficiently.
- Support all parties involved to ensure there is equity for all.
- Check-in with all parties following the conclusion of the process to ensure that the incident has been dealt with.
- Review action taken to ensure measures are as effective as possible.

Cyber-Bullying

Cyber-bullying is a repeated, deliberate and targeted act which emotionally harms another person, usually involves an imbalance of power, is done several times on purpose and involves the use of 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 or defamatory 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, humiliation or distress.
- Obtaining unpermitted access to someone's email, technological devices or online profiles to extract and share personal information or to send content while posing as that person.
- Creating online profiles, pages, posts, chat rooms or group chats that intend to harm, humiliate or distress.
- Pressurising someone to do something they do not want to do such as sending personal images.
- Consistent one-way communication with the intent to cause harm or distress.

We also use these strategies to prevent Cyber-Bullying:

- Regular online safety lessons.
- Reminding pupils of safe internet use during computing sessions.
- 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.
- Organising and facilitating online safety sessions for parents in school.

If Cyber-Bullying occurs, we support pupils and their families by:

- Encouraging them to keep copies of anything that may be regarded as cyber-bullying.
- Putting in place support for all parties involved.
- Putting in place consequences for 'the harmer' involved in the situation, which may include 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.

For further support on Cyber-Bullying, please refer to the following websites that provide advice for pupils, families, staff in schools and the general public:

- <https://www.nationalbullyinghelpline.co.uk/cyberbullying.html>
- <https://www.nspcc.org.uk/keeping-children-safe/types-of-abuse/bullying-and-cyberbullying/>
- <https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/bullying-cyberbullying/>
- <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/online-bullying/what-online-bullying>
- <https://www.internetmatters.org/issues/cyberbullying/>