



ST. JOHN'S CHURCH OF ENGLAND (Aided) PRIMARY SCHOOL

Anti-Bullying Policy

Responsibility of	FGB
Reviewed	Annually
Adopted:	January 2023
This Version Dated	January 2025
Next Review Due	January 2026

Love – *"Let all that you do be done in Love"* 1 Corinthians 16:14

Respect - *"Therefore, however you want people to treat you, so treat them, for this is the Law and the Prophets"*
Matthew 7:12

Truth - *"I am the way, the truth and the life. No one comes to the Father except through me"* John 4:16.

Anti-bullying Policy

At St John's we take bullying and its impacts seriously. We believe that bullying is wrong and can damage individuals. We therefore do all we can to prevent it by developing a school ethos which celebrates difference and promotes inclusion. We foster high expectations of behaviour and constantly challenge behaviour that falls below these expectations.

Bullying goes against the heart of our Christian ethos. Our core Christian values are:

- **Love** – *“Let all that you do be done in Love”* - 1 Corinthians 16:14
- **Respect** - *“however you want people to treat you, so treat them”* - Matthew 7:12
- **Truth** - *“I am the way, the truth and the life. No one comes to the Father except through me”* John 4:16

Every member of our community is encouraged to show **love** and **respect** for themselves and everyone within, and beyond our community, as well as demonstrate integrity in their actions by standing up for the **truth**. At the centre of the teaching of our school is that we are all created unique in the image of God; that we are all individuals and that we are treated equally.

Aims:

- To create a safe environment where all members of the school community feel confident talking about their worries, knowing they will be listened to, supported and given help;
- To recognise as a community that bullying is unacceptable in any form and to ensure that action will always be taken to deal with it
- To work in partnership with parents and carers to ensure that appropriate and acceptable intervention strategies are communicated and used consistently.

To achieve these, the school will develop the children's understanding of:

- what constitutes bullying including the agreed definition
- the different forms of bullying and where they might take place
- that there are specific types of bullying including that which is related to a persons protected characteristics.

What is bullying?

Definition: Bullying is the repetitive, intentional hurting of one person or group, by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. (Anti-bullying alliance)

In defining bullying in this way, we are specifically distinguishing bullying from the 'everyday social jostling' that will take place in a healthy school environment where children are learning how to live alongside each other in a social group.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting
Physical	Pushing, kicking, biting, hitting, punching or any use of violence.
Verbal (direct or indirect)	Name-calling, sarcasm, spreading rumours, teasing
Prejudice based abuse or hate crime	Motivated by a hostility to a person's age, disability, race, religion, gender identity or sexual orientation.
Cyber bullying	All area of internet, such as email and social media.

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	Mobile threats by text messages and calls Misuse of associated technology including cameras, webcams and games consoles
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Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or Health condition
- Home circumstances, including Young carers and poverty
- Sexual orientation, sexism or sexual bullying, homophobia
- Choice of friendship or interests

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Roles:

The Governing board will:

- support the Head Teacher in all attempts to eliminate bullying from our school;
- monitor the incidents of bullying that occur and reviews the effectiveness of the school policy
- respond within ten days of any request from a parent, to investigate incidences of bullying. In all cases, the governing body notifies the head teacher and asks them to conduct an investigation into the case and report back to a representative of the governing board.

The Head Teacher will:

- implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying.
- on a regular basis, report to the governing board about the effectiveness of the anti-bullying policy.
- ensure that all children know that bullying is wrong and that it is unacceptable behaviour at St John's, drawing the attention of the children to this at suitable moments, for example in worship, as a forum to discuss why this behaviour is unacceptable.
- sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be a part of their behaviour.
- ensure that records will be kept of behaviour incidents to ensure a clear picture can be established over time
- after investigation, contact parents and conduct meetings with both sets.

All adults in school will:

- promote an understanding of what constitutes bullying through the Relationships, Sex and Health Education (RSHE) curriculum; using class, school assemblies, focus weeks etc and knowing how this is different from a friendship issue;
- consistently promote our school agreement ‘*Be Kind, Show Respect, Stand up for the Truth*’
- provide a framework of agreed behaviours on a class basis by involving children in the development of a class charter focussed around our school agreement.
- support and guide children who are being bullied, or who are bullying others through individual counselling and, where appropriate the use of the school disciplinary procedure;

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- encourage children to talk to adults in school about bullying, either directly or through the use of the worry boxes;
- treat all incidents of bullying seriously, and in accordance with the guidelines issued to Staff;
- record all incidents of bullying on the school's online reporting system (CPOMS)
- adhere to the schools' disciplinary and bullying policies and procedures, and ensure that new staff are given these guidelines as part of their induction programme.

Parents and carers should:

- contact the Head Teacher immediately if they think their child might be being bullied, or suspect that their child might be the perpetrator of bullying.
- support the school's anti-bullying policy and actively encourage their child to be a positive member of the school community
- report any incident of bullying, witnessed near school or on the way to or from school, to the Head Teacher

Perpetrators and victims

Due care must always be given to the victims and perpetrators. Our staff will work hard to provide appropriate support, and promote restoration of relationships where appropriate. The pupils wellbeing must always be a priority.

Managing sustained bullying

Because every situation is entirely unique, there are no pre-defined consequences for a sustained event or events of bullying. The Head Teacher has the final say in the decision, taking account the frequency, severity and impact on the victim. However, any decision must also have restorative practises as part of the consequences.

Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually.

Links to legislation:

This policy is based on DFE guidance ["Preventing and Tackling Bullying"](#) (July 2017) and supporting documents. It also considers DFE statutory guidance ["Keeping Children Safe in Education"](#) (2022).

There are several pieces of legislation which set out measure and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

This policy should be read in conjunction with the school's '*Positive relationships and Behaviour for Learning*' policy which can be found on the school's website.

Useful links and supporting organisations.

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Information about a range of organisations and links that may provide additional support to children, staff and families, can be requested from the school office.

This policy was adopted by the FGB in January 2023 and is subject to a review every year.

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