



ANTI-BULLYING POLICY

LAST REVIEWED: Autumn 2025

Date of next review: Autumn 2026 – no updates

St. John's Walham Green Church of England Primary School is an exciting Christian school where everyone flourishes. We celebrate difference: learning from each other, we grow into our best selves. We enjoy the adventure, challenging each other through learning and play. We rejoice with our church and community, building for a better world. Confident in ourselves, we thrive together in care and love.

EQUAL OPPORTUNITIES STATEMENT

St John's School is committed to the principle of equal opportunity for all pupils, staff and members of our school community, irrespective of race, religion/belief, gender, disability, sexual orientation, gender reassignment, pregnancy/maternity and marriage/civil partnership. We believe that equal opportunity is at the heart of good educational practice and challenge any form of discrimination. All staff and governors are responsible for ensuring that we implement this policy.

Statement of Intent

At St John's Walham Green CE Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Neither physical, verbal nor digital/online bullying will be tolerated at St John's Walham Green CE Primary School. Everyone within our school community is expected to treat others with respect and to value similarities and differences as we believe this is at the core of our 'Love One Another' vision.

What Is Bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others. At St. John's, our definition of 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".



Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement and can lead to mental health concerns such as anxiety and depression. Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying. In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos. Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

However, it is not bullying if two pupils of equal power and strength have an occasional fall out or quarrel.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should understand what bullying is.
- All governors 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.
- The whole school takes bullying seriously. Pupils and parents are confident that they will be supported when bullying is reported.

Signs and Symptoms

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of possible signs such as a child who:

- is worried about going to and from school
- changes their usual routine, is unwilling to go to school
- becomes withdrawn anxious, or lacking in confidence
- starts stammering, cries themselves to sleep at night or has nightmares
- feels ill in the morning, school work begins to deteriorate
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable

- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong and gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a text/email/chat room message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

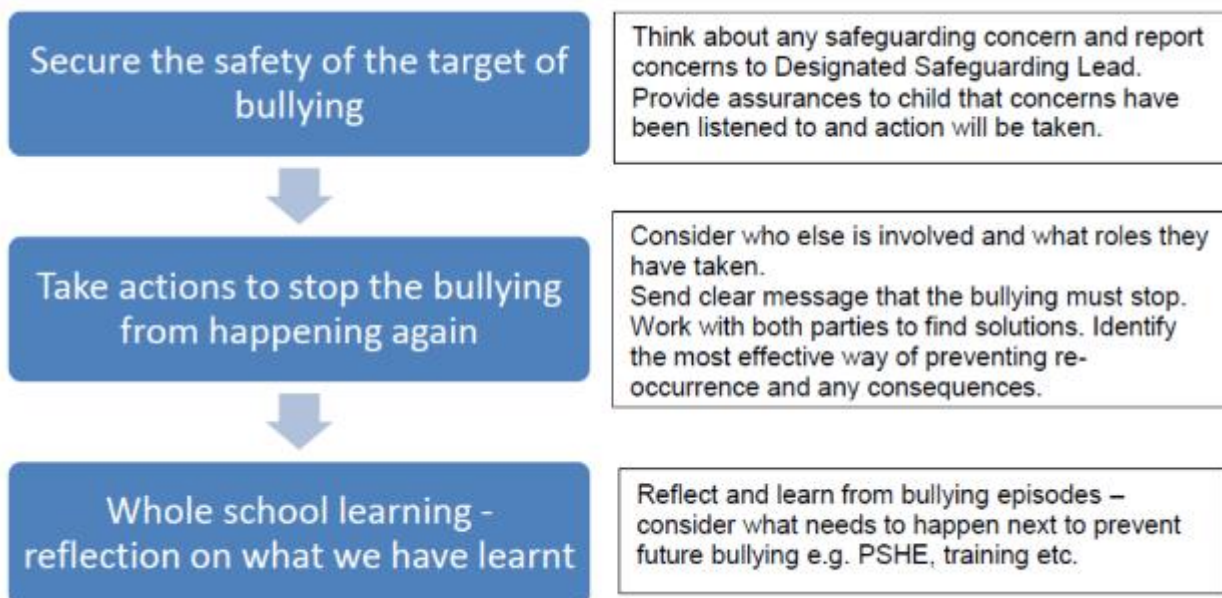
Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy through school surveys and communications.
- Using assemblies, our PSHE and RSHE curriculum and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
 - Ensuring that online and digital safety is taught explicitly through our computing curriculum.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
 - All adults in school model pro-social and respectful interactions.
 - Weekly pupil wellbeing and safeguarding standing items on all management and phase meeting agendas
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation, OPAL Play leaders and half termly horizontal learning groups for themed days.
 - Themed days and weeks such as Anti-bullying week and Positive Noticing day
- Secure the safety of the target of bullying - Take actions to stop the bullying from happening again and Whole school learning - reflection on what we have learnt
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.

Procedures



- Take bullying seriously and investigate immediately
- Report all bullying incidents to the relevant staff (e.g. class teacher and phase leader) and a member of SLT
- All incidents will be recorded by staff using Arbor and/or CPOMS – this is done consistently so that we can monitor any trends or patterns
- Investigate the facts of any incident and meet those concerned individually where appropriate
- The school Behaviour policy may be used with consequences such as detention
- Parents / carers will be informed and supported
- If necessary, a meeting will be arranged to discuss the incident
- If necessary and appropriate, police will be consulted
- The bullying behaviour, or threats of bullying, will be investigated and the bullying stopped quickly
- An attempt will be made to support the bully / bullies to change their behaviour
- Support the child being bullied
- Involve parents and carers at an early stage
- Help pupils to develop positive strategies and appropriate assertive skills
- Support the bully to change his/her behaviour
- Break up bullying groups where necessary
- Use peer group pressure to actively discourage bullying
- Involve pupils in class and school rules through in-class discussion and assemblies
- Involve outside agencies as appropriate
- Provide support for vulnerable children eg. Emotional Literacy support, in school (informal) mentoring, and/or interaction with external agencies.
- React firmly and promptly when bullying is identified.

Outcomes

- The bully / bullies may be asked to genuinely apologise
- Internal or external exclusion will be considered in serious cases
- If possible, the pupil/s will be reconciled
- Following the incident, and subsequent handling of it, each case will be monitored to ensure there is no repetition

Reporting bullying

- In our school pupils are encouraged to talk to staff when they are unhappy or have concerns.
- Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.
- Pupils are encouraged to report bullying to:
- A trusted adult
- Their class teacher and/or other adults in school such as support staff
- Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.
- Parents are also encouraged to report concerns and bullying to their child's class teacher and/or Phase leader.
- When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

When bullying is suspected

If bullying is suspected or reported we will talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified the following action will be taken:

- Help, support and counselling will be given to both the victim and the bully as appropriate.
- The victim will be offered an opportunity to talk about the experience with a trusted adult as soon as is possible.
- Parents / guardians will be informed.
- Continuing support will be offered should he / she feel it is needed.
- Arrangements may be made for escorting to and from the school premises.

We also discipline yet try to help the bully in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bully's parent / guardian.
- By continuing to work with the bully in order to do away with prejudiced attitudes as far as possible.
- By seeking support from external agencies such as Educational Psychology and/or mental health charities, as necessary and with parental consent.
- By taking disciplinary steps to prevent more bullying.

Monitoring Bullying.

All copies of bullying incidents will be kept on CPOMS (Child Protection Online Management System) with accompanying behaviour notes on Arbor. Further pastoral notes are kept within CPOMS to ensure that we build a whole and complete picture. Weekly behaviour and safeguarding meetings with the Safeguarding team allow for analysis of concerns/trends/patterns.

The Headteacher will report all incidents of bullying to the governing body at termly meetings.

Where parents and pupils can read this policy

This policy can be found on our website www.stjohnsce.lbhf.sch.uk. Parents can also request a hard copy from the school office (there will be a charge for photocopying). Each year during Anti-bullying Week the children are explicitly reminded about our school policy. St John's Walham Green CE Primary School is committed to promoting positive friendships and to preparing children to deal with the complexities of interpersonal relationships.

Please note that our school Behavior policy, Safeguarding policy, Mobile Phone and Smart devices policy should be read in conjunction with this policy.

GUIDANCE FOR PARENTS AND CARERS

- If a parent has any concerns about their child they should speak to the class teacher immediately.
- If a parent thinks bullying is the issue, the matter will be referred to a member of the Senior Leadership team.
- The headteacher is always informed of any bullying concerns and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Phase Leader and member of the Senior Leadership team.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly.
- Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy.
- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

GUIDANCE FOR CHILDREN

Remember we will listen.

If you are being bullied here are some things you might try:

- Tell your class teacher
- Get together with friends and say NO loudly to the bully
- Do not fight back: tell a teacher
- If you are in danger get away
- If you are different in some way show you are proud of it – it's good to be an individual

We can all help to stop bullying.

- Don't stand and watch.....get help
- Don't stay silent – if you know bullying is happening – speak up
- Remember not to type, say or act in a way online that you would not in person
- Show that you and your friends disapprove
- Give sympathy and support to pupils being bullied
- Be careful not to tease or make personal remarks.....imagine how you might feel
- If you know of bullying that is going on tell a trusted adult or write a confidential note