



**Sherborne St. John  
Church of England  
Primary School**

**Anti-Bullying Policy**

## ANTI-BULLYING POLICY

At Sherborne St. John Church of England Primary School we believe that all children have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. Bullying of any kind is unacceptable at our school. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively.

### Aims

- To ensure children feel safe and secure at school.
- To ensure children know what is meant by bullying.
- To help children understand what actions are bullying and what are not.
- To prevent bullying happening in school.
- To deal with bullying quickly and effectively when it occurs.

### Objectives

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of 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 children 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. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### What Is Bullying?

A wilful conscious desire to hurt, threaten or frighten someone else over a period of time; the use of physical or verbal aggression that is perceived by anyone to be physically or emotionally intimidating.

For the purpose of clarity, behaviour, which may be perceived as or actually defined as bullying includes but is not limited to:

Bullying can be:

- Emotional being unfriendly, excluding or tormenting
- Physical pushing, kicking, hitting, punching, intimidating posturing/body language or any use of violence
- Racist racial taunts, graffiti or 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 or teasing
- Cyber all areas of 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?

Bullying hurts and can damage children and adults for many years. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these 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)
- 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 do less than expected 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 unexplained cuts, bruises or torn clothes
- Becomes aggressive, disruptive or unreasonable
- Displays aggressive behaviour towards other children or siblings
- Falls out with friends
- Stops eating
- Is frightened to say what's wrong
- Is afraid to use the internet or mobile phone
- Gives improbable excuses for any of the above

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

## Procedures

- Report bullying incidents to staff.
- The bullying behaviour or threats of bullying will be investigated, recorded and the bullying stopped quickly.
- An attempt will be made to help the child who chooses to bully to change their behaviour.
- Consequences of failure for an individual to stop choosing to bully will be dealt with in line with the school behaviour policy.
- In serious cases all parents are informed and asked to come in to a meeting to discuss the problem, which will be documented with agreed actions including a follow up discussion/meeting.
- If necessary and appropriate, police will be consulted.

**Accurate records of incidents and investigations will be kept, together with copies of any correspondence.**

## Outcomes

- The person who chooses to bully may be asked to genuinely apologise. Other consequences in line with the school behaviour policy may take place.
- If possible, the pupils will be reconciled.
- All children within the situation will receive advice and guidance, possibly including support from our ELSA (Emotional Literacy Support Assistant).
- In serious cases, suspension or even exclusion will be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## What Can Children Do If They Are Being Bullied?

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset.
- Stay with a group of friends. There is safety in numbers.
- Be assertive – shout "No!" Walk confidently away. Go straight to an adult.
- Do not fight back – this could make things worse.
- It is best to tell an adult straight away, you will get immediate support.
- Adults will take you seriously and deal with the bully in a way which will end the bullying and not make things worse for you.

## What Do You Do If You Know Someone Is Being Bullied?

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It could make the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.

## Role Of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately via the class teacher. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault **that they are being bullied**.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

## **Strategies For Dealing With Bullying**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Sherborne St John Church of England Primary School.
- If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.
- An additional sanction may be to arrange for the child to be escorted from the school premises.
- Incidents of bullying are recorded
- If the suspected bully does not own up, investigate further. If it is clear that they are lying, continue with the procedure.
- Continue monitoring the situation to ensure no repetition.

## **Preventing Bullying**

The school will:-

- Ensure a secure and pleasant learning environment is provided by making expectations of acceptable behaviour clear.
- Ensure supervision is adequate and carried out promptly and carefully.
- Develop the play environment to lessen the likelihood of bullying taking place by providing specific areas and activities at lunchtime and playtimes.
- Reinforce the development of good attitudes through the school's system of rewards and sanctions.
- Make it clear to pupils and parents that bullying is unacceptable through the use of themes in assembly, school council, class discussion, class role play, visiting theatre groups and books studies.
- Help ensure that our children feel safe and secure.
- Provide training/discussion for all staff.
- Keep records of any reports of name calling / pushing, etc to identify patterns of unacceptable behaviour.

## **Success Criteria**

- A reduction in the number of perceived 'bullying' incidents being reported.
- Children to feel confident in reporting incidents

## **Monitoring**

The Headteacher will keep a file to record details and monitor incidents. A record of all playground incidents will be kept and monitored by the Deputy Headteacher. A separate record of racist comments and behaviour is kept by the Head teacher. Incidents of racism are reported annually to H.C.C.

The effectiveness of the policy will be reviewed annually by the governors. They will do this by examining the school's bullying log and through discussion with the Headteacher. Governors analyse information with regard gender, age, and ethnic background of children involved in bullying incidents.

We ask all parents in our annual survey to give us feedback on school behaviour. Comments are taken seriously and addressed as appropriate.

This policy was written in Spring 2010

Reviewed in Spring 2011, 2012, 2013, 2014, 2016, Autumn 2016

Review Autumn 2018