



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

**Anti-Bullying Policy**

At Sherborne St John C of E 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, free from the fear of bullying. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

### **Responsibility**

The headteacher is responsible for anti-bullying, however, ALL members of staff have a responsibility to follow the Anti-Bullying policy to protect all pupils. The safeguarding governor is responsible for monitoring the Anti-Bullying Policy.

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour is wrong.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The headteacher 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 part of their behaviour.

### **What is bullying?**

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at Sherborne St John C of E Primary School is considered to be, "unacceptable behaviour which occurs 'lots of times, on purpose'."

Bullying can be short term or continuous over long periods of time.

Bullying can be:

- **Emotional** – being unfriendly, excluding, tormenting or using threatening behaviour.
- **Physical** – pushing, kicking, hitting, punching 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 (including the name calling of family members) sarcasm, spreading rumours or teasing.
- **Extortion** – demanding money/goods with threats.
- **Damage to Property or Theft**- pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

- **Cyber** –this is where a child uses technology to bully another child such as the use of the internet, email & internet chat rooms. Bullying can also occur through the use of mobile phones by text messaging & calls or the misuse of associated technology, i.e. camera and video facilities.

**Bullying in any form from any member of the school community is never acceptable.**

We think that KS1 children will be able to understand this definition:

*It is bullying when unacceptable behaviour which occurs 'lots of times, on purpose':*

- Hurt others on purpose-especially by hitting or kicking
- Say they will hurt them
- Tease others unkindly on a regular basis
- Take their things, spoil or throw them away
- Say unkind things about others, whether true or not
- Persistently/deliberately prevent others from joining in their work, play or group activities.

It is not bullying when people:

- Hurt you by accident
- Don't know you want to join in
- Won't let you have your own way
- Ask you to wait in turn
- Want you to go by the rules

We think that KS2 children will be able to understand this definition:

*It is bullying when unacceptable behaviour which occurs 'lots of times, on purpose':*

- Deliberately hurt others time after time, especially when they are unable to defend themselves.
- Tease others, especially when the person getting teased begins to feel unhappy about it, call others names, especially when the names are about how people look e.g. race, colour, culture, gender, ethnic origin or any form of disability
- Threaten that they will hurt others
- Try to take possessions or money by force
- Demand that others give money or possessions
- Force others to do things they should not do
- Hurt others physically
- Spoil, damage, take or throw away other people's belongings.
- Leave people out of play, groups or other social activities deliberately or frequently.
- Exaggerate tales or spread rumours particularly when meaning harm to the person.
- Act maliciously towards others openly or by stealth.
- Make offensive remarks, hiss or otherwise show that they are intending to hurt or dominate them.

It is not bullying when people:

- Borrow things and forget to return them
- Ask if they can join in
- Call you by a name you are not happy with

- Hurt you accidentally
- Explain why you cannot be included in a group activity

### **What are some of the signs of bullying?**

Being bullied can be one reason why a child or young person's behaviour changes. There is a need to be alert to the possibility of bullying occurring. Some signs which need to be investigated sensitively may include:

- Being frightened to walk to or from school
- Being unwilling to go to school
- Absence from school
- Asking to be driven to school
- Changing their route to school
- Schoolwork beginning to be affected
- Coming home with books or clothes damaged
- Fear of a mobile ringing or of websites
- Becoming withdrawn, clingy, moody, aggressive or emotional
- Becoming distressed, having sleep or appetite problems
- Crying themselves to sleep
- Having nightmares
- Unexplained bruises or scratches
- Behave in immature ways, e.g. revert to thumb sucking
- Having difficulty concentrating
- Complaining frequently of illness
- Significant behaviour change, including attention seeking behaviour
- Remaining close to teachers or supervisory staff

### **What can children do if they are being bullied?**

Bullying prevention is embedded into the curriculum and is taught discretely through our Anti-Bullying/Kindness week and is 'topped up' throughout the year by all teachers. During assemblies, children are able to reflect on their social and moral selves, alongside PSHE lessons which further support this policy. Unfortunately, even with all this work being carried out, incidents of bullying may still occur.

At regular points through the year 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. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "No!". Walk confidently away. Go straight to a teacher or member of staff.
- Fighting back may make things worse.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with the bullies.

### **What do you do if you know someone is being bullied?**

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

### **The Role of Governors**

The governing body supports the school in promoting positive relationships within the school. This policy statement makes it very clear that the governing body has zero tolerance to bullying taking place in our school, and that any incidents of bullying that may occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

### **The Role of the Teacher**

Teachers in our school take all forms of bullying seriously and are pro-active in ensuring that incidents do not occur. If there are any incidents that may be interpreted as bullying at break times the duty member who dealt with the situation passes on all information to the relevant class teachers who record the details on C-POMS.

If teachers witness an act of bullying, they do all that they can to support the children involved. If a child is being bullied, the headteacher is consulted and parents informed.

If, as teachers, we became aware of any bullying taking place between children, we deal with the issue immediately.

### **The Role of Parents**

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

- a) 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.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- d) If a child has bullied your child, please do not approach that child or involve an older child to deal with the bully. Please inform school immediately.
- e) It is important that you advise your child not to retaliate verbally or physically. It can make matters worse!
- f) Tell your child that it is not their fault that they are being bullied.
- g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- h) 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.

It is also important to reflect on how the adults in these situations can react. Parents are often inclined to make judgements about other people's children and then go on to voice their

perceptions to other parents, children or to members of staff. This ‘finger pointing’ can be very damaging, particularly when the school staff might already be working very hard to support the positive behaviour of a pupil with more complex issues. The sharing of unfounded opinions can also be based on personal prejudices that lie beyond the school gate. Behaviour outside of school (of both children and adults) is often very different from that which takes place within school, making these situations all the more difficult to manage. We ask that all parents are respectful of all members of the school community and hold our values of truth, trust and forgiveness in mind when bullying concerns arise.

### **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:

- a) Talk to the suspected victim, and any witnesses.
- b) 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 C of E Primary School.
- c) If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed and parents will be informed.
- d) Incidents of bullying are recorded as such on CPOMS.
- e) Continue monitoring the situation to use our best endeavours to ensure no repetition occurs. The follow-up findings will be recorded on CPOMS.

### **Monitoring**

The Headteacher and Governors will regularly review the policy and guidance, along with any incidences of bullying through:

1. Pupil discussion –including through our school council and annual pupil questionnaire
2. Review of behaviour and incident log on CPOMS
3. Parental feedback and questionnaires
4. Review of pupil and parent questionnaires
5. Analysis of data – incidences of bullying, etc. are recorded and reviewed by SLT annually to inform any school improvement work required
6. Policies are available for parents on the school website and all initiatives and successes related to this are regularly communicated to parents through newsletters etc.

### **Consultation**

This policy has been made in consultation with pupils from the school to ensure that they believe in the fairness it promotes and that they also have a strong understanding of what bullying is.

Next review: Spring 2025

Glossary:

SLT- Senior Leadership Team

CPOMS- Online safeguarding and behaviour reporting tool used in school