



Anti-Bullying Policy
Spring 2026

At Sherborne St John C of E Primary School, our policies are designed to ensure that every child can **achieve** their full potential, **enjoy** their learning, and be **inspired** by their experiences. This policy is underpinned by our core Christian values of **Trust, Truth and Forgiveness**, which enable us to build a secure, loving and thriving environment for our entire school community.

In line with our vision, this policy seeks to:

- **Foster Trust:** Building strong relationships with one another and exploring our relationship with God.
- **Uphold Truth:** Inspiring integrity and the courage to stand up for what is right.
- **Practice Forgiveness:** Creating an environment of patience and understanding where we take responsibility for our choices and move forward together when things go wrong.

Rooted in the Christian faith and the teachings of the Bible, our school remains a caring community where every individual is safe in the knowledge that they are loved and valued by God.

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 enacting the Anti-Bullying policy, 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.



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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?

At Sherborne St John, we define bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can be physical, verbal, or psychological, including cyber-bullying.

What is bullying?

Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Types of bullying

Bullying can take different forms. It could include:

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulating someone
- making silent, hoax or abusive calls

The following types of bullying are also hate crime:

- racial, sexual, transphobic or homophobic bullying
- bullying someone because they have a disability.

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.

What are some of the signs of bullying?

No single sign will indicate for certain that a child is being bullied, but the following may be indicators:

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- not doing as well at school
- asking for, or stealing, money (to give to whoever's bullying them)
- being nervous, losing confidence, or becoming distressed and withdrawn



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- problems with eating or sleeping
- bullying others.

Effects of Bullying

The effects of bullying can last into adulthood. At its worst, bullying has driven children and young people to self-harm and even suicide.

Children who are bullied:

- may develop mental health problems like depression and anxiety
- may have fewer friendships
- may not be accepted by their peers
- may be wary and suspicious of others
- may have problems adjusting to school, and don't do as well.

All children who are affected by bullying can suffer harm – whether they are bullied, they bully others or they witness bullying.

Our Prevention Strategy

Guided by our relational approach, we aim to build a culture where bullying cannot thrive:

- **The Upstander Culture:** Through collective worship and PSHE, we teach pupils that doing nothing is not an option. We empower the silent majority to report concerns safely.
- **Curriculum Links:** We use our PSHE curriculum to explore the impact of social exclusion and the difference between falling out and bullying.
- **Safe Spaces:** Designated Worry Boxes and daily Emotional Check-ins allow pupils to flag concerns even if they are not yet ready to speak aloud.

Bullying Allegations

Every report of bullying will be taken seriously and thoroughly investigated, usually by the Class Teacher, Deputy Headteacher and/or Headteacher. When the school decides that an incident of bullying has occurred, a rigorous process will be followed, as outlined below:



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Stage	Action	Responsibility
1. Immediate Safety	Ensure all parties are safe and separated if necessary.	Staff Member
2. Investigation	Listen to all parties separately. We use a Restorative Inquiry (e.g., "What has been happening?") rather than aggressive interrogation.	Class Teacher / SLT
3. Documentation	Record the incident on the school's tracking system, categorising the type (e.g., verbal, physical, cyber) and any protected characteristics involved.	Class Teacher
4. Parental Contact	Parents of both the victim and the perpetrator are informed. We explain the steps being taken to resolve the issue.	SLT / Headteacher
5. The Resolution	We use a Restorative Meeting if appropriate. If the victim does not feel safe, we use mediation to communicate needs and agree on boundaries.	SLT/Headteacher
6. Monitoring	A "Check-in" period (usually 2-4 weeks) follows to ensure the bullying hasn't resumed and that the victim feels secure.	Class Teacher in collaboration with parents

Escalation and Sanctions

While we are a restorative school, bullying is a serious breach of our Relationship Policy.

- **Tiered Response:** If bullying behaviour persists after restorative intervention, formal sanctions will be applied, ranging from loss of social time to suspension, in line with DfE and Hampshire guidelines.

External Support: If bullying involves criminal activity (such as harassment or illegal online content), we will consult with our local Police Liaison Officer or Hampshire's Inclusion Support Service.



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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.
- 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.

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.



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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.

Policy reviewed and updated: Spring 2026
Next review: Spring 2028

