

St James and St John Church of England Primary School



Anti-Bullying and Harassment Policy

**Kindness, Respect, Collaboration, Resilience, Aspiration, Courage,
Friendship**

This policy was adopted on: May 2025

The policy is to be reviewed: May 2026

Safeguarding

At St James and St John Church of England Primary School, the health, safety and well-being of children is of paramount concern to us. We listen to our pupils and take seriously what they tell us. We acknowledge our legal duties under the Equality Act 2010, in respect of safeguarding (KCSIE), and in respect of pupils with Special Educational Needs.

Introduction

At St James and St John Church of England Primary School we value 'all God's children' and treat them as equals. We are committed to promoting equality of education and opportunity for all stakeholders, eliminating discrimination and harassment, valuing diversity and promoting positive relationships.

All members of the school community have the right to go about their daily lives without the fear of being bullied, threatened, assaulted, harassed or discriminated against. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting their well-being, behaviour, academic and social welfare.

At St James and St John Church of England Primary School we aim to provide a secure environment that is stimulating, creative and nurturing, within a framework of sound Christian principles based on our values of kindness, respect, collaboration, resilience, aspiration, courage and friendship. We believe in the development of the "whole child" and encourage them to become responsible global citizens in an ever-changing world.

We expect our whole school community to be kind, courteous, respectful human beings and to demonstrate this through exemplary behaviour. Pupils are encouraged to take responsibility for their behaviour and empathise when their poor behaviour choices affects others.

Bullying / Child-on-child abuse

Bullying / child-on-child abuse is an anti-social behaviour and affects everyone. **We will not tolerate bullying in any way.** We work together to promote and create an environment where everyone feels safe and valued.

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is behaviour that causes – or is intended to cause – embarrassment, pain or discomfort to someone, either physically or emotionally. Bullying is, therefore: deliberately hurtful, repeated, (often over a period of time) and difficult to defend against.

Bullying can include:

- Emotional: Being unfriendly, excluding, tormenting
- Physical: Hitting, kicking, pushing, taking another's belongings, any use of violence
- Prejudice-based and discriminatory, including: Racial, Faith-based, Gendered (sexist), Homophobic/biphobic, Transphobic, Disability-based: Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
- Sexual: Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
- Direct or indirect verbal: Name-calling, sarcasm, spreading rumours, teasing
- Cyber-bullying: Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites.

Bullying hurts. No-one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Our school takes its responsibility to respond promptly and effectively to issues of bullying very seriously. It is important that children feel secure about speaking out if they feel that they are being bullied, witness another person being bullied, or hear about bullying. They must not be made to feel that they are “tale-telling” or “sneaking”. Talking through situations and recording them on the school’s safeguarding platform (CPOMs) helps the school monitor the frequency and nature of bullying incidents.

We will not tolerate any bullying that discriminates against pupils with the protected characteristics of; age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, gender and sexual orientation.

With regards to bullying

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others – considering a wide range of values and beliefs.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully, and the importance of telling a teacher about bullying when it happens. This may be provided as part of the PSHE /RSE curriculum or as required.
- Be alert to signs of distress and other possible indications of bullying (eg pupils becoming withdrawn or behaving out of character).
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Headteacher. A clear and precise account of the incident will be recorded and given to the Headteacher (via CPOMS).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Not suffer in silence if they feel they are being bullied, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Informing the school of any suspected bullying.
- Co-operating with the school to resolve incidents

What we will do when bullying occurs?

Pupils who have been bullied will be supported by the school. They will be:

- Offered an immediate opportunity to discuss the experience with a member of staff
- Offered reassurance
- Offered continuous support
- Helped to restore their self-esteem and confidence

The school will seek to help pupils who have bullied others by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and explaining the need to change
- Informing parents or guardians to help change the attitude and behaviour of the child

Action which may be taken by the school:

- Contacting parents/carers of all pupils concerned in the bullying incident
- Investigation
- Feedback to those concerned
- Sanctions

Awareness and prevention

Within the curriculum the school will raise the awareness of the nature of bullying through PSHE / RSE, collective worship, class discussion and subject areas, as appropriate, in an attempt to eradicate such behaviour.

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Teaching about bullying as part of PSHE / RSE
- Having pupils and parents sign the behaviour policy
- Reading stories about bullying or having them read to a class or assembly
- Having regular discussions about bullying and why it matters
- Conflict resolution activities

People who bully will be dealt with sensitively but will be left in no doubt that their behaviour will not be tolerated at St James and St John Church of England Primary School. The parents of the persistent bully will be informed and asked to support the school in ensuring that the behaviour does not continue.

St James and St John Church of England Primary School is aware that it is possible that the bully maybe an adult and will impose appropriate sanctions and if necessary follow safeguarding procedures where this is the case.

Zero-tolerance approach to sexual harassment and sexual violence

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response and never ignored.

All staff understand the importance of challenging inappropriate behaviours between children that are abusive in nature. Staff do not downplay certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” as this can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

Pupils are encouraged to report anything that makes them uncomfortable, no matter how ‘small’ they feel it might be.

The school’s response will be:

- Proportionate

- Considered
- Supportive
- Decided on a case-by-case basis

Sanctions for sexual harassment and violence may include:

- Miss play time, lunchtime play or other privileges.
- Sending the pupil to work in a different place within the school
- Send the pupil to talk to another teacher, phase co-ordinator or the Headteacher
- Discussion with parents and a behaviour contract being drawn up
- Internal exclusion from the child's class
- Discussions with parents and pupil, informing them of a formal exclusion (either suspension or permanent exclusion).
- Discussion with the Governors.

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or well-being. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
- Manage the incident internally
- Refer to early help
- Refer to children's social care
- Report to the police

Please refer to our Child Protection and Safeguarding Policy for more information.