**St John the Evangelist CE Primary School**

**Anti-Bullying Policy**

**Vision Statement:**

***“Following Jesus’ example, we seek to grow good people who are ready to make a difference to the world around them.”***

**“The only thing that matters is faith expressing itself through love.”**

**(Galatians 5:6)**

**1. Introduction**

At St John’s Church of England Primary School, we believe that every child is made in the image of God and is deeply loved and valued. Our Christian ethos, rooted in respect, compassion, and forgiveness, underpins our commitment to ensuring that every member of our school community feels safe, accepted, and valued. Bullying in any form is unacceptable and will not be tolerated.

**2. Aims and Objectives**

* To provide a safe and caring environment for all pupils and staff.
* To prevent bullying behaviour through a consistent, whole-school approach.
* To ensure all members of the school community understand what bullying is and know how to report it.
* To support and protect children who have been bullied and help those who have bullied others to change their behaviour.
* To reflect Christian values in the way we respond to bullying: promoting reconciliation, justice, and restoration.

**3. Definition of Bullying**

Bullying is *repeated*, *intentional* behaviour that causes *harm* to another person. It can be physical, verbal, emotional, or cyber in nature.

At St John’s we use the STOP acronym with the children so that they understand the bullying is Several Times On Purpose (STOP).

Types of bullying include (but are not limited to):

* **Physical**: hitting, kicking, pushing, or any use of violence.
* **Verbal**: name-calling, insults, teasing, or threats.
* **Emotional**: excluding someone, spreading rumours, or encouraging others to isolate a person.
* **Cyber**: using technology (texts, emails, social media) to harass or intimidate.

Bullying can be based on a person's race, religion, gender, sexual orientation, disability, appearance, or any perceived difference.

**4. Prevention**

We promote a positive, inclusive ethos through:

* Regular PSHE and RSE lessons that explore relationships, respect, and personal responsibility.
* Collective worship and RE lessons that reinforce Christian values of love, peace, and forgiveness.
* Whole-school anti-bullying weeks and awareness campaigns.
* Clear school rules and expectations that promote kindness and respect.
* Strong staff supervision at break and lunchtimes.
* Encouraging pupils to report concerns through a safe, open environment.

**5. Procedures for Dealing with Bullying**

If bullying is reported or suspected:

1. **Immediate Response**: Staff will take the report seriously and reassure the child.
2. **Investigation**: The incident will be investigated by a member of the teaching team or a member of the Senior Leadership Team if considered more serious.
3. **Support**: Victims will be supported and listened to. A plan will be agreed to help them feel safe.
4. **Action with the Perpetrator**:
   * They will be helped to understand the impact of their actions.
   * Appropriate sanctions will be applied in line with the school’s Behaviour Policy.
   * A programme of support and behaviour change may be implemented.
5. **Communication**: Parents or carers of all parties will be informed and involved.
6. **Monitoring**: Follow-up checks will ensure the bullying has stopped and all pupils are supported. The Headteacher records all incidents and follows up in the short and medium term to ensure that the bullying has stopped.

**6. Roles and Responsibilities**

* **All Staff**: Are responsible for preventing bullying, responding promptly to incidents, and modelling respectful behaviour.
* **Headteacher**: Ensures this policy is implemented effectively and incidents are appropriately dealt with and recorded.
* **Pupils**: Are encouraged to speak out, support others, and help foster a respectful school community.
* **Parents/Carers**: Are asked to support the school’s stance, encourage respectful behaviour, and report concerns promptly.

**7. Monitoring and Review**

The school will keep records of bullying incidents and regularly monitor trends to inform future actions. This policy will be reviewed annually by the Senior Leadership Team and Governing Body, in consultation with staff, pupils, and parents.

**8. Links with Other Policies**

* Behaviour Policy
* Safeguarding and Child Protection Policy
* Equality Policy
* Online Safety Policy
* PSHE and RSE Curriculum

**9. Our Commitment**

At St John’s, we aim to live out our Christian values in all aspects of school life. We are committed to building a community where every child can flourish, feel safe, and know they are loved by God.

**Signed by**

**Chair of governors**

**Date**

**Headteacher**

**Date**