



Anti-Bullying Policy (Senior and Junior Schools) Updated June 2025

General Statement

This policy is applicable to all pupils at St John's School, including boarders, EYFS, Junior and Senior pupils.

The Board of Directors values the good relationships fostered by the school, and expects that every allegation of bullying will be taken seriously. St John's School will always encourage pupils to express their concerns regarding bullying and under no circumstance to suffer in silence. St John's is committed to this policy throughout all stages of the school from Early Years Foundation Stage through to Year 11 pupils.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general (including psychological damage and, in extreme cases, potentially suicide) and should work towards ensuring that pupils can work in an environment without fear.

Bullying is unacceptable in St John's School and will not be tolerated.

This policy reflects the guidance set out in 'Preventing and Tackling Bullying' (DfE, July 2017) and 'Keeping Children Safe in Education' (KCSIE, 2025)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

[Keeping children safe in education - GOV.UK](https://www.gov.uk/keeping-children-safe-in-education)

This policy should be read in conjunction with the following school policies:

- Safeguarding and Child Protection
- Equal Opportunities
- Behaviour management
- Praise, Rewards and Sanctions
- SEND
- Suspension, Required Removal & Exclusion Policy
- Jigsaw PSHCE & RSE Policy and Schemes of Work

AIMS AND OBJECTIVES



- The school has a duty of care to safeguard and promote the welfare of each pupil
- All pupils should expect the right to feel safe and secure at all times
- To demonstrate that the school takes bullying seriously and will not be tolerated
- To take measures to prevent all forms of bullying and cyberbullying in the school and on off-site activities
- To support everyone in the actions to identify and protect those who might be bullied
- To demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying
- To promote an environment where it is not only acceptable and just to tell someone about bullying but actually an expectation, irrespective of whether the reporting pupil is a victim or indeed a witness
- To encourage pupils to cooperate and care for each other, to understand and respect individual religious/cultural differences, feelings and emotions of others
- There is an expectation that pupils who bully or encourage bullies will consciously work with staff or peer support where appropriate to modify their behaviour. The bully/bullies must know clearly the consequences of any renewed bullying.
- To ensure that staff are aware of their safeguarding duties in relation to bullying, including their responsibility to report concerns via CPOMS and follow up appropriately

Definition of Bullying

Bullying is deliberately hurtful behaviour whether it is emotional, physical or psychological, repeated over time, often motivated by prejudice against particular groups and it is difficult for those being bullied to defend themselves. Vulnerable groups include race, religion, culture, sex, gender, homophobia, SEND, or because the child is adopted or a carer. It may occur directly or through cyber-technology. Bullying can take many forms, including physical, verbal, emotional, sexual or discriminatory abuse.

Seriousness of Bullying

The seriousness of bullying both physical and emotional cannot be emphasised enough. Bullying is among the top concerns that parents have about their children's safety and well-being at and on the way to and from school. Bullying is also a top concern of children and young people themselves. Bullying makes the lives of its victims a misery, it undermines their confidence and self-esteem, and destroys their sense of security and can be psychologically damaging. Bullying impacts on its victims' attendance and attainment at school, marginalises those groups who may be particular targets for bullies and can have a life-long negative impact on some young people's lives. At worst, bullying has been a factor in pupil suicide.

Definition of Cyberbullying



Cyberbullying is bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as mobile phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites. Examples of cyberbullying include mean text messages or emails, rumours sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.

Children who are being cyberbullied are often bullied in person as well. Additionally, children who are cyberbullied have a harder time getting away from the behaviour. Cyberbullying can happen 24 hours a day, 7 days a week, and reach a child even when he or she is alone. It can happen any time of the day or night. Cyberbullying messages and images can be posted anonymously and distributed quickly to a very wide audience. Deleting inappropriate or harassing messages, texts, and pictures is extremely difficult after they have been posted or sent.

Mobile phones and computers themselves are not to blame for cyberbullying. Social media sites can be used for positive activities, like connecting children, particularly Boarders with friends and family, helping students with school, and for entertainment. But these tools can also be used to hurt other people. Whether done in person or through technology, the effects of bullying are similar.

Examples also include doxxing, sharing of non-consensual images, or repeated unwanted contact via online gaming or group messaging platforms.

Responsibilities

The Head of School has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils.

The Head of School will:

- Ensure that all staff have an opportunity of discussing strategies and reviewing them
- Determine the strategies and procedures
- Discuss development of the strategies with staff
- Ensure appropriate training is available
- Ensure that the procedures are brought to the attention of all staff, parents and pupils
- Report annually to the governing body any cases of bullying.

The Heads of School will:

- Be responsible for the day-to-day management of the policy and systems
- Keep the Head of School informed of incidents
- Identify patterns through the central collection of incident reports recorded securely via CPOMS and tracked for any patterns or repeat behaviour.
- Arrange relevant staff training including reference to potentially vulnerable groups such as SEND pupils. Specific reference will be made to sexualised, sexist and homophobic bullying



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- Determine how best to involve parents in the solution of individual problems
- Make a report to the Head of School as and when required.

Teachers will:

- Be responsible for ensuring that the school's positive strategies are put into practice
- Know the school's procedure and deal with any incidents that are reported
- Be responsible for liaising with the Head over all incidents involving pupils in their form
- Be involved in any agreed strategy to achieve a solution
- Take part in the anti-bullying programme in the PSHCE course
- Take part in the anti-cyberbullying programme in the PSHCE course
- Work consciously with the bully/bullies to modify their behaviour.
- Staff must log all bullying concerns and actions taken using CPOMS and alert the Designated Safeguarding Lead where appropriate.
- Staff should be alert to the possibility of bullying occurring outside school hours, including online, and take action accordingly.

All Staff will:

- Know the policy and procedures
- Deal with incidents according to the policy
- Never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity
- Understand that children with SEND are more vulnerable to being bullied.
- Staff must log all bullying concerns and actions taken using CPOMS and alert the Designated Safeguarding Lead where appropriate.
- Staff should be alert to the possibility of bullying occurring outside school hours, including online, and take action accordingly.

The Head of Boarding will:

- Be responsible for ensuring that the school's positive strategies are reflected within boarding as part of the boarding induction and is an ongoing process
- Be responsible for liaising with Heads of School over all incidents involving pupils in the boarding house
- Be involved in any agreed strategy to achieve a solution and ongoing monitoring.
- The Head of Boarding in conjunction with the DSL will ensure boarders are given regular opportunities to express any concerns about peer relationships and that house staff receive up-to-date training on bullying and safeguarding issues.

Anti-Bullying Education in the Curriculum



The school will raise the awareness of the anti-social nature of bullying through a PSHCE programme, school assemblies, the school council, use of tutorial time and in programmes of study as appropriate.

The Heads of School are responsible for initiating and developing with appropriate colleagues an anti-bullying programme as part of the PSHCE programme.

Changing the attitude and behaviour of bullies will play a major part in the strategies used by the school.

Pupils are taught strategies for resilience, peer support, online safety and reporting concerns. This includes age-appropriate material on sexual harassment, consent and healthy relationships (as part of RSE).

Signs of Bullying

Pupils who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.

All staff should be aware of these possibilities and to report promptly any suspicions of bullying to the Heads of School.

Pupils will be encouraged to report incidents of bullying.

Dealing with Incidents

- If bullying is suspected or reported the incident will be investigated by the member of staff it is reported to, who will record it promptly on CPOMS and refer to the Heads of School
- St John's School is a multicultural school. If a racial element to the bullying is suspected the Head must be informed immediately.
- The Heads of School will interview all the parties and make a record
- Staff teaching the bullied pupil and the form tutor will be informed
- The Form Tutor and Head (Head of Boarding with regards to boarders) will determine in consultation with the Heads of School the appropriate strategy to combat the bullying
- The Form tutor and Heads of School will oversee the implementation of the strategy
- Parents will be kept informed by the Heads of School.
- Any sanctions against the bullies will be determined by the Head and the serious risk of exclusion will be clearly explained to the offender.

Bullied Pupils



Staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given support determined by the Heads of School in consultation with the pupil.

Research shows that pupils with Special Educational Needs and Disabilities (SEND) are statistically more likely to experience bullying than their peers. St John's School recognises this and is committed to providing additional support and care to help prevent bullying and to respond appropriately if it occurs.

When a pupil with SEND experiences bullying, the school will ensure that:

1. The pupil is listened to and provided with a safe space to talk about what has happened.
2. The pupil is believed, supported and given time and space to explore their feelings about the incident.
3. Support is provided to all those involved — both the pupil who has been bullied and the pupil displaying bullying behaviour.
4. Opportunities are created to help the pupil build and sustain friendships, recognising that social exclusion and isolation can be particular risks for pupils with SEND.
5. Pupils are supported to understand how their own behaviour may be perceived by others, and how it might impact on peers.
6. Individualised interventions are planned and agreed in partnership with the pupil, giving them time to discuss the incident and the school's response.
7. Supervision and adult support are provided outside of lessons where appropriate, offering reassurance and a visible presence to deter bullying behaviour.
8. Positive, trusting relationships between pupils with SEND and school staff are actively fostered, as these are key to pupils feeling safe and supported.

Sanctions

Any of the school's formal punishments can be used against bullies. For persistent offenders or incidents considered as gross acts of aggression a pupil could be permanently excluded.

Sanctions will be proportionate and take into account the needs, age and understanding of both the victim and the perpetrator.

Involvement of Parents

Parents, as well as all staff and pupils, should know that the school will not tolerate bullying, and take a positive approach to educating pupils to combat it.

Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate in consultation with the Heads of School/designated Teacher.



Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying.

Parents will be given a copy of this policy upon request and may be signposted to support organisations such as Kidscape or Childline.

Involvement of Pupils

Pupils will be involved in the positive strategies both through the school council and tutor groups. All pupils are made aware of their responsibilities and that by doing nothing to report or prevent bullying they are contributing to the problem.

Role models will be encouraged through the use of rewards and awarding of responsibilities, such as becoming prefects and leading tours of the school.

A major part of the PSHCE programme will consist of educating pupils in how to cope with bullying.

Counselling

The school is prepared in appropriate cases to arrange external counselling for both bullies and the bullied.

External or internal counselling may be offered depending on the needs of the pupil and availability of services.

Reporting and Recording

All incidents, including concerns and follow-up actions, must be recorded on CPOMS. This allows the Safeguarding and Pastoral Team to track emerging trends, repeated incidents and to take proactive action.

Monitoring and Review

This policy will be reviewed annually, or earlier if necessary, to reflect changes in legislation or school procedures. The Head will report significant incidents to the Board of Directors at least annually as part of safeguarding reviews.

The Safeguarding and Pastoral Team will keep and consider reports on serious incidents. The Head will consider the reports with the staff to determine what can be learned from the incidents and how they were handled with a view to improving the school's strategies.



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