St Oswald's C of E Academy

"Let all that you do be done in love." – 1 Corinthians 16:14

Anti-Bullying Policy

Document Date: November 2026

Version	Date	Author	Changes
2	November 2022	Jayne Geran	Annual review
3	November 2023	Jayne Geran	Annual review

4	November 2024	Jayne Geran	Annual review
5	November 2025	Jayne Geran	Executive Head &Head of school references changed to Headteacher Strategies to reduce bullying section added
6	November 2026	Jayne Geran	No substantive changes required. Minor administrative updates only

Review Frequency	Annually
Next Review Date	November 2027
Approved by	AGC
Date of approval	November 2026

Aim of the Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

We are proactive in using our Christian Values in conjunction with our Behaviour Policy and St Oswald's Golden Rules to ensure all pupils at St Oswald's know what is expected of them at all times.

Bullying is defined as:

- **Deliberately hurtful behaviour**
- **Usually repeated over time**
- **An imbalance of power, which makes it hard for those being bullied to defend themselves**

Forms of Bullying

Bullying can represent itself in a number of different forms. Children and young people can be bullied in ways that include:

- being punched, pushed or hurt; made to give up money or belongings; having property, clothes or belongings damaged; touched inappropriately, being forced to do something they don't want to do.

Verbal - by being teased in a nasty way; insulted about their race, gender, religion or culture; called names in other ways or having offensive comments directed at them.

Indirect - by having nasty stories told about them; being left out, ignored or excluded from groups.

Electronic / 'cyberbullying' - via text message; via instant messenger services and social network sites; via email; and via images or videos posted on the internet or spread via mobile phones or other electronic devices.

Specific Types of Bullying

The academy recognises that although anyone can be bullied for almost any reason or difference, some children may be more vulnerable to bullying than others. Research has identified various different types of bullying experienced by particular vulnerable groups of children. These include:

Bullying related to race, religion or culture

Bullying related to special educational needs (SEND) or disabilities

Bullying related to academic ability

Bullying related to appearance or health conditions

Bullying related to sexual orientation

Bullying of young carers or looked-after children or otherwise related to home circumstances

Bullying related to sex, gender reassignment or gender identity.

Derogatory language - relating to race, religion, culture, special educational needs, disability, age, gender, sexual orientation, appearance, health conditions, family/home circumstances (including same sex partnerships).

School Staff

Bullying of school staff by pupils, whilst unlikely in a primary school, can be a serious issue and will be dealt with by the headteacher.

Allegations of bullying of staff by staff, or pupils by staff will be dealt with through the school's disciplinary and grievance procedures. We follow the Trust's policy for dealing with grievances: 'Grievance Procedure'.

Strategies to reduce bullying

St Oswald's expects high standards of behaviour at all times, where pupils treat one another and the school staff with respect because they know that this is the right way to behave. That culture extends beyond the classroom to the corridors and the playground, and beyond the school gates including travel to and from school.

The academy employs several strategies to enable bullying to be uncovered including:

- Regular consultation with pupils
- School-wide promotion of our Golden Rules
- Parental consultations
- PSHE lessons
- Pastoral support from the academy's inclusion team
- Worry Boxes in KS2 classrooms
- Daily check ins where appropriate

Dealing with Bullying

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with by the member of staff who has been approached. The class teacher should be informed. They, or the class teacher, will initially talk to all children involved to examine the issues.

- The incident will also need to be recorded on CPOMS by the member of staff who has initially dealt with the incident and alerted to the SLT.

- The Headteacher will make a professional judgement on whether the allegations constitute 'bullying' or whether action needs to be determined by the school's general behaviour policy. CPOMS recorded incidents will also allow a picture to build up over time to demonstrate if there are repeated incidents involving the same pupils.

- The Headteacher or DSL will determine whether an allegation is substantiated and ensure recording is completed on CPOMS.

- Where bullying is substantiated, the Headteacher (or other senior member of staff) will interview all concerned. Details will again be recorded on CPOMS.

- Class teachers and other appropriate staff will be kept informed so they can monitor the situation and support the victim as necessary.

- Parents will be kept informed of action taken.

- Sanctions will be used as appropriate and in consultation will all parties concerned and in conjunction with the behaviour policy and exclusions policy, as applicable.

- The school may take action in respect of bullying incidents occurring online or outside school where these impact upon a pupil's wellbeing, safety or education within school.

Pupils who experience bullying

Pupils who have been bullied will be supported by:

- Ensuring they feel safe again
- Offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- Reassuring the pupil

- Offering continuous pastoral support
- Restoring self-esteem and confidence.
- A referral to an outside agency, where deemed appropriate
- In some cases it may be necessary to organise circle of friendship situations to support a victim (and possibly also the person bullying) to form positive playground relationships.

Pupils who engage in bullying behaviour

Perpetrators of bullying will be supported by:

- Facing up to the harm they have caused and being held to account for their actions
- Establishing the wrong doing and need to change
- Informing parents or carers to help change the attitude of the pupil
- Support the person showing bullying behaviour using restorative practices to improve their behaviour and prevent a recurrence.
- Involve members of staff, including, if appropriate, staff in other agencies, who support the young person experiencing bullying behaviour and the person displaying bullying behaviour.
- Educate pupils in a 'hands off' approach.

The following disciplinary steps may be taken:

- Written record kept of the bullying behaviour
- Monitored lunch and playtimes
- Sanctions in accordance with the school Behaviour Policy
- Suspension
- Permanent exclusion

Curriculum

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, national anti-bullying week, visiting speakers, assemblies and other areas, as appropriate.

Bullying is not …

It is important to understand that bullying is not the odd occasion of 'falling out'.

Children are naturally sociable; it is vital for them to select and build friendships. The making and breakdowns of friendships are an important part of growing up. When children 'fall out' they can say and do things because they are upset. It is essential to teach children the skills to repair relationships and enable them to utilise these. If as adults we intervene too readily to help rebuild our children's friendships on their behalf, our children may not develop the necessary social skills.

Occasionally situations go beyond broken friendships or minor differences and, on these occasions, adult intervention may be necessary. It may not be bullying when people of roughly the same strength (including social strength) have a disagreement or physical altercation. It is not bullying when a member of staff corrects a child in line with school policies, vision aims and values.

Advice for Pupils, Parents and Staff

Role of the pupil	Role of staff members in school	Role of parents

Action will be taken if you tell an adult you can trust. You may feel comfortable telling a family member, teacher or teaching assistant. If you would like to speak to an adult in confidence, you can also contact **ChildLine** on 0800 1111 If you are aware of someone else who is experiencing bullying behaviour, report it. If you are displaying bullying behaviour and you don't know how to stop – speak to someone and ask for help. Be involved in restorative conversations with all parties. Feel confident and supported when sharing your views and feelings. Understand the impact of your actions on others.	To be fully aware of the school's Anti-Bullying policy. To fully understand and follow the procedures for recording, managing and monitoring bullying incidents. Take any concerns of bullying behaviour seriously and investigate matters thoroughly. Take appropriate action and keep parents informed. To support children who have experienced bullying behaviour or have demonstrated bullying behaviour. Listen and respond accordingly. Follow up repeatedly, checking bullying has not resumed. Encourage a 'hands off' approach. Never ignore suspected bullying.	Be aware of any changes in behaviour. Monitor your child's online activity and refer to useful sources of information regarding internet safety. Support your child in learning about bullying and share the anti-bullying message. Contact the school as soon as possible should any incidents arise and ask to speak to the class teacher or one of the senior leaders. Keep a record if bullying behaviour persists – who, what, when, where. Work in partnership with the school to support your child, whether your child is ***experiencing*** bullying behaviour or ***displaying*** bullying behaviour.

Useful Websites

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family lives www.familylives.org.uk

NSPCC www.nspcc.org.uk

National Bullying www.nationalbullyinghelpline.co.uk

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.