



ST. OSWALD'S
C of E ACADEMY

Anti-Bullying Policy

PERSON RESPONSIBLE FOR POLICY:	SHARON PATTON (HEADTEACHER) JOANNE VALENTINE
APPROVED:	DATE:
SIGNED:	ROLE:
TO BE REVIEWED:	DECEMBER 2025

Our Mission Statement:

We aim to provide a high quality of education for all, recognising everyone's value and worth, helping them to achieve their full potential, and sharing the love of God made known through Jesus Christ.

St Oswald's CE Academy Anti-Bullying Policy

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without the fear of being bullied. *(This policy refers to bullying in the sphere of children and is written in light of DFE KCSIE policy 2024).*

INCLUSION STATEMENT

As an inclusive school we are committed to providing learning challenges, responding to pupil's individual learning needs by overcoming potential barriers to learning and assessment for individuals and groups of pupils. As we are a Church of England School, we aim to capture the ethos and spirit of our school by agreeing the following:

- The school will provide a secure, caring, Christian community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation.
- We intend the school to be a happy and enjoyable place to work, which will provide the opportunity for every child and adult to fulfil their potential.
- We will encourage children to become confident, independent learners who are able to contribute positively to the school and the community in which they live so they can take their full place in society secure as individuals, whilst able to respect the needs and values of others.

In line with this statement:

- All bullying, of any sort, is therefore unacceptable.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

'Preventing and Tackling Bullying', Department for Education, July 2017

https://assets.publishing.service.gov.uk/media/625ee64cd3bf7f6004339db8/Preventing_and_tackling_bullying_advice.pdf

Keeping Children Safe in Education 2024

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

OFSTED's review of sexual abuse in schools

<https://www.gov.uk/government/publications/review-of-sexual-abuse-in-schools-and-colleges/review-of-sexual-abuse-in-schools-and-colleges>

This policy operates in conjunction with the following school policies:

Behaviour Policy

Online Safety Policy

Child Protection and Safeguarding Policy

SEND Policy

RSE Policy

DEFINITION OF BULLYING

“Bullying is behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally.” (DfE ‘Preventing and Tackling Bullying’, March 2014).

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

TYPES OF BULLYING

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.

It is specified in the Equality Act 2010 that it is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

These are defined as ‘protected characteristics’.

The school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. While it is difficult to eradicate any existence of bullying, we will do everything in our power to ensure that all children and staff attend school free from fear.

ANY instances of bullying by children relating to the protected characteristics listed above **MUST** be added to CPOMs. Bullying will be taken seriously and may be followed up by the class teacher or member of the SLT/school safeguarding leads. We report termly to Governors and annually to our Trust (DSAT) as part of our safeguarding duty (see also Safeguarding Policy).

All school staff must be alert to signs of bullying and act promptly and firmly against it in accordance with the school policy (see also: Safeguarding Policy).

Cyberbullying

Mobile, Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through 'cyberbullying'. It is crucial that children and young people, who are particularly skillful at adapting to new technology, use their mobiles and the Internet safely and positively, and that they are aware of the consequences of misuse.

School staff, parents and pupils must work together to prevent this form of bullying and tackle it wherever it appears. Unlike other forms of bullying, cyberbullying can follow children and young people into their private spaces and outside school hours; there is no safe haven for the person being bullied. Cyberbullies can communicate their messages to a wide audience with remarkable speed and can often remain unseen and unidentifiable.

What is cyberbullying?

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people
- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is used to harass others, who then think the phone owner is responsible.
- Email bullying uses email to send bullying or threatening messages, often using someone else's name to pin the blame on them.
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.

There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying.

School staff, parents and pupils of St Oswald's Academy School need to work together to prevent this and to tackle it whenever it occurs. The school has a duty to ensure that teachers have sufficient knowledge to deal with cyberbullying in school.

SIGNS OF BULLYING

The behaviour of children, young people and adults is not always easily understood. Changes in behaviour may have many causes. Being bullied can be one reason why a child or young person's behaviour changes. There is a need to be alert to the possibility that bullying is occurring.

These are some possible signs which may need to be investigated sensitively. The child or young person may:

- Become withdrawn, clingy, moody, aggressive, unco-operative or non-communicative
- Behave in immature ways, e.g. revert to thumb sucking or tantrums
- Have sleep or appetite problems
- Have more difficulty in concentrating
- Show variation in performance
- Have cuts, bruises or aches and pains without adequate explanation
- Request extra money or start stealing
- Have clothes or possessions which are unusually damaged or lost
- Complain of illness more frequently
- Being absent more often
- Show a marked change in a well-established pattern of behaviour e.g. A sudden loss of interest in a previously favoured activity, becoming shy or nervous, lacking confidence
- A reluctance to (or no longer wishing to) leave the home
- A request to change school
- A refusal to return to a place or activity.

STATUTORY DUTY OF SCHOOLS

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Creating A Climate of Anti-Bullying In Our School

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's Curriculum (particularly through PHSE and RSE) to promote appropriate behaviour through direct teaching and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness and increase understanding about bullying
- Teach pupils how constructively to manage their relationships with others

Circle Time, assemblies, role- plays and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school. Through the promotion of good wellbeing and mental health practices, themes of respect, tolerance and kindness are explored regularly with all children. There is a good staff to pupil ratio at breaks and staff encourage children in positive play. Staff encourage children to play well and model good strategies. Pupils are encouraged to report bullying in school to an adult.

ROLES OF STAFF, PUPILS, PARENTS, LOCAL SCHOOL BOARD

Everyone within our school (including staff) is expected to:

- Act in a respectful and supportive way towards one another
- Adhere to and to promote the objectives of this policy.

Staff will:

- Develop a positive classroom and school culture that fosters pupils' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- Raise awareness of bullying with all classes so that every pupil learns about what it is, the damage it can do and how to report it
- Be alert to signs of distress and other possible indications of bullying
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures
- Ensure the immediate safety and well-being of children and young people
- Listen to children who have been bullied, take what they say seriously and act to support and protect them

The following steps are to be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. This must be recorded on CPOMs as a clear account and must include all those involved, including the person who raised the concern. It will therefore be formally recorded and the school's Safeguarding Officers will be alerted.
- The Head Teacher/Safeguarding Officers may interview all concerned further and will record this as an added action on CPOMs.
- Class teachers will be kept informed along with any other appropriate adults in school where deemed necessary.
- Parents will be kept informed of any updates/changes.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- DSAT (our school Trust) will be notified of any instances where necessary – updates are also provided via the local school board on a termly basis.

The following disciplinary steps can be taken:

- Official warnings to cease offending (strategies from the behaviour policy may be followed if appropriate).
- Loss of break or lunchtime.
- Time out.
- Exclusion from certain areas of school premises.
- Lunching alone.
- Minor fixed term exclusion.
- Major fixed term exclusion.
- Permanent exclusion.

Pupils

We expect children to:

- Treat others kindly and with respect
- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- Tell an adult if they think they or another child is being bullying - children should not stay silent if they see or know it is happening.
- Take responsibility for their actions.

Bullying is wrong and must be reported. Children who bully others need help too. By telling, they will also get the support they need.

Pupils can seek help through:

- Approaching a staff member.
- Directly going to the Head Teacher.
- Talking to a parent who will in turn inform the school.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice.
- Reassuring the pupil.
- Offering continuous/restorative support.
- Restoring self-esteem and confidence.
- Being allowed to write to or speak to the bully about how they feel.

Pupils who have bullied will be helped by:

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

We ask that parents:

- Support our anti-bullying policy and procedures.
- Support their children to behave well and respect others
- Work co-operatively with teachers and their child in building positive attitudes towards learning and school
- Helping to establish an anti-bullying culture outside of school.
- Watch for signs of distress or unusual behaviour in their children, which might be a sign of bullying
- Advise their child/children to report any bullying to their class teacher and/or inform the school directly of any bullying
- Support and reassure their children that appropriate action will be taken

The Role of Local School Board

The Local School Board supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the local school board does not allow bullying to take place in our school. If any incidents of bullying are reported, they are taken very seriously and dealt with appropriately. The local school board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The local school board require staff to keep accurate records of all incidents of bullying and must report to them on request about the effectiveness of school anti-bullying strategies.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises. However, it may be that a pupil or parent tells us of bullying off the school premises on journeys to and from school. The bullying may be by pupils from our own school, by pupils from other schools or by people who are not at school at all. We will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Head Teacher of another school whose pupils are bullying.
- Discuss actions/strategies that parents can/should put in place with the child's parents.
- Talk to the police if necessary or direct parents to call the police.

CONCERNS, COMPLAINTS AND COMPLIMENTS

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Class Teacher's notice in the first instance. If a parent is still not satisfied they should bring it to the Head Teacher's notice. If the Head Teacher cannot resolve these concerns informally, parents can raise their concerns more formally through the DSAT Complaints Procedure. Please ask the school office or look on our school's website for information about this.

We would also be pleased to receive compliments – feedback from parents when things have gone well so school staff can share in good practice.

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy annually and use the following measures:

- The numbers of bullying incidents that are recorded on CPOMs
- Pupils' perceptions of bullying in school through structured discussions in class time.
- The number of complaints and compliments that we receive from parents.
- From the comments made by visitors and other people connected with the school.

The policy will be promoted and implemented throughout the school.

To be reviewed by end of December 2025

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Young Minds: www.youngminds.org.uk

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational