



St Oswald's Catholic Primary School

Anti-bullying Policy

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Live, love and learn like Jesus

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St Oswald's Catholic Primary School – Anti-bullying Policy

1. Mission and Ethos

At St Oswald's Catholic Primary School, we believe that every person is created in the image and likeness of God and possesses inherent dignity, worth and potential. Guided by our mission to **Live, Love and Learn like Jesus**, we are committed to creating a school community where everyone feels safe, valued, respected and loved.

Bullying contradicts the Gospel values that underpin our Catholic community. It harms relationships, damages wellbeing and prevents individuals from flourishing. We therefore take a proactive approach to preventing bullying and promoting kindness, trust, forgiveness, respect and joy.

We are committed to ensuring that all members of our school community are treated with dignity and respect. Every pupil has the right to learn in a safe, calm and supportive environment free from fear, intimidation and harassment.

2. Policy aims

This policy aims to:

- Promote a culture of kindness, respect and inclusion.
- Prevent all forms of bullying.
- Ensure pupils understand what bullying is and how they can seek help.
- Create a safe environment where concerns can be reported confidently.
- Provide a clear process for investigating concerns.
- Support pupils who experience bullying.
- Support pupils who display bullying behaviours to make positive changes.
- Ensure the school fulfils its safeguarding, behaviour and equality duties.
- Work in partnership with parents, carers and external agencies when necessary.

3. Legislative framework

This policy has been developed with regard to:

- The Equality Act 2010.
- The Children Act 2004.
- The Children and Families Act 2014.
- Special Educational Needs and Disability Code of Practice (2015).
- Keeping Children Safe in Education 2026 (DfE).
- Behaviour in Schools (DfE).
- Preventing and Tackling Bullying (DfE).

The governing body has a duty to ensure that policies are in place to prevent all forms of bullying and to safeguard pupils from harm.

4. Definition of Bullying

The Department for Education defines bullying as:

‘Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group.’

Bullying is normally characterised by:

- Deliberate intent to cause harm.
- Repeated behaviour over time.
- An imbalance of power between individuals or groups.

Bullying can be physical, verbal, emotional, indirect or online.

Whilst friendship difficulties, one-off incidents and disagreements may require adult support, they will not automatically be classified as bullying. Such incidents will nevertheless be addressed through the school's Behaviour Policy.

5. Types of Bullying

Bullying may include these categories:

Category of bullying	Examples
Physical	Hitting Kicking Pushing Tripping Damaging belongings
Verbal	Name-calling Insults Threats Mocking Offensive language
Social	Deliberately excluding others Spreading rumours Embarrassing or humiliating others Manipulating friendships Intimidation
Online (Cyberbullying)	Sending hurtful messages Sharing images without consent Creating fake profiles Abuse through social media, gaming platforms or messaging services
Prejudice-based bullying	Bullying related to: - Race or ethnicity - Religion or belief - Disability - SEND - Sexual orientation - Gender reassignment - Family circumstances Any discriminatory bullying may be managed as a safeguarding concern.

6. Roles and Responsibilities

Governors will:

- Monitor the effectiveness of this policy.
- Review bullying information and trends.
- Hold leaders accountable for maintaining a safe environment.
- Ensure statutory requirements are met.

The Headteacher will:

- Lead the school's anti-bullying strategy.
- Ensure allegations are investigated appropriately.
- Ensure incidents are recorded and monitored.
- Provide support and guidance for staff.

All staff will:

- Model respectful relationships.
- Take reports of bullying seriously.
- Act promptly when concerns arise.
- Record and report incidents appropriately.
- Support pupils involved.
- Promote a culture where bullying is unacceptable.

Pupils are expected to:

- Show kindness and respect to others.
- Report concerns to a trusted adult.
- Support those who may be vulnerable.
- Never encourage or participate in bullying behaviour.

Parents and carers are encouraged to:

- Share concerns promptly.
- Work in partnership with the school.
- Support agreed actions and interventions.

7. Preventing Bullying

Bullying prevention is embedded throughout school life.

The school promotes positive relationships through:

- Gospel Values and Catholic Life.
- Religious Education.
- PSHE and Relationships Education.
- Online Safety education.
- Collective Worship and assemblies.
- Anti-Bullying Week activities.
- Pupil leadership opportunities.
- Positive behaviour systems.
- Restorative approaches.
- Staff vigilance and supervision.

Pupils are regularly taught:

- How to recognise bullying.
- How to seek support.
- How to report concerns.
- How to stay safe online.
- The importance of standing up for others respectfully.

8. Reporting Concerns

Pupils can report concerns to:

- Their class teacher.
- Any trusted member of staff.
- The SENDCO.
- The Deputy Headteacher.
- The Headteacher.

Parents should normally raise concerns with the class teacher in the first instance.

All concerns will be:

- Listened to carefully.
- Taken seriously.
- Investigated appropriately.

- Followed up proportionately.

Pupils will never be criticised for reporting concerns in good faith.

9. Responding to Bullying

When concerns are reported, staff will:

1. Gather information from those involved.
2. Speak with witnesses where appropriate.
3. Establish the facts.
4. Inform parents where necessary.
5. Determine appropriate actions and support.

The school's response may include:

- Restorative conversations.
- Increased supervision.
- Pastoral support.
- Behaviour support plans.
- Parent meetings.
- Referral to external agencies.
- Behaviour sanctions in accordance with the school's Behaviour Policy.

All incidents will be monitored to ensure that bullying has ceased and relationships have improved.

10. Supporting Pupils

Pupils Experiencing Bullying

Support may include:

- Regular check-ins with a trusted adult.
- Pastoral support.
- Support to rebuild confidence and self-esteem.
- Increased supervision.
- Referral to external support services where appropriate.

Pupils Displaying Bullying Behaviour

Our Catholic ethos requires both accountability and reconciliation.

Support may include:

- Restorative work.
- Behaviour mentoring.
- Targeted pastoral support.
- Parent meetings.
- Behaviour support plans.
- Additional support where underlying needs are identified.

11. Cyberbullying and Bullying Beyond the School Gate

The school may take action regarding bullying that occurs:

- Online.
- On the journey to and from school.
- During educational visits.
- During activities linked to the school.

Where off-site behaviour impacts on the safety, wellbeing or education of pupils, the school will take appropriate action in accordance with its Behaviour Policy and safeguarding procedures.

12. Safeguarding and Child-on-Child Abuse

Some bullying incidents may constitute safeguarding concerns.

This may include:

- Child-on-child abuse.
- Sexual harassment.
- Sexual violence.
- Harmful sexual behaviour.
- Hate incidents.
- Discriminatory behaviour.
- Coercive or controlling behaviour.

Where safeguarding concerns are identified, the school's Safeguarding and Child Protection Policy will be followed immediately.

13. Pupils with SEND and Additional Vulnerabilities

Some pupils may be more vulnerable to bullying, including those with:

- SEND.
- Disabilities.
- Communication needs.
- Social, emotional and mental health needs.
- Medical conditions.

The school will consider individual circumstances carefully and make reasonable adjustments where necessary to ensure pupils are safe, supported and able to report concerns effectively.

14. Monitoring and Evaluation

Bullying incidents will be recorded and reviewed by school leaders.

Monitoring will consider:

- Frequency of incidents.
- Patterns and trends.
- Protected characteristics.
- Vulnerable groups.
- Repeat incidents.

This information will be used to evaluate the effectiveness of the school's anti-bullying strategy and inform future improvements.

The Governing Body will receive regular updates regarding bullying trends and outcomes.

15. Complaints

Any complaints relating to the implementation of this policy will be addressed in accordance with the school's Complaints Policy.

16. Links with Other Policies

This policy should be read alongside:

- Behaviour Policy
- Safeguarding and Child Protection Policy

- Online Safety Policy
- SEND and Inclusion Policy
- Equality Information and Objectives Policy
- Relationships and Health Education Policy

Appendix A: Signs of Bullying

Possible indicators may include:

- Reluctance to attend school
- Changes in mood or behaviour
- Withdrawal from friends
- Loss of confidence
- Unexplained injuries
- Frequent illness before school
- Deterioration in academic performance
- Anxiety relating to phones or social media
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These signs do not automatically indicate bullying but should always be explored sensitively.

Appendix B: Advice for Pupils

If you are worried about bullying:

- Tell a trusted adult.
- Keep telling someone until help is provided.
- Save evidence of online bullying.
- Stay with friends when possible.
- Remember that bullying is never your fault.

"Treat others as you want them to treat you."

Luke 6:31