



St Oswald's CE Primary School, York



Learning for all, caring for each other, preparing for the future

Let us encourage one another – Hebrews 10.25

Anti-Bullying Policy

Last Review Date: September 2023

Next Review Date: September 2025

Suggested Frequency of Review : Every 2 years

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St Oswald's CE Primary School Anti-Bullying Policy

Our school aims as set out in our Vision and Values statement are to be a place where:

- Everyone is valued and all relationships are based on trust, respect, equality and celebration of diversity
- Everyone has opportunities to develop, achieve and contribute in different ways to be the best they can be
- Everyone is encouraged to take responsibility for themselves, for each other and for our world
- Everything we do contributes to children's personal, spiritual, moral and cultural development
- Children are happy and confident and play a valued role in their local community

This is underpinned by our six core values, derived from our Christian foundation:

Respect, Compassion, Trust, Friendship, Justice and Service.

Bullying is completely contrary to these aims and values and therefore we will not tolerate bullying in any form. All members of our school should feel safe from bullying.

This is the context for our Anti-Bullying Policy. It has been developed in discussion with pupils, parents, staff and governors and should be read in conjunction with our *Behaviour Policy*, *Online Safety Policy* and *Child Protection and Safeguarding Policy*.

1. The Legal Framework

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

The Equality Act 2010

The public sector Equality Duty requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

2. What is bullying?

At St Oswald's we define bullying as any behaviour by an individual or group which:

- Is repeated over time
- Is intended to deliberately cause pain to another individual or group either physically or emotionally.

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- May involve an imbalance of power between the perpetrator and the victim, with the perpetrators having control over the relationship which makes it difficult for those they bully to defend themselves.

Bullying can take many forms, including

- Physical (e.g. pushing, kicking, hitting etc.)
- Verbal (e.g. persistent name-calling or teasing, spreading rumours)
- Emotional (e.g. using sarcasm, ridicule, or the continual ignoring or excluding of individuals to cause distress)
- Racial or homophobic (e.g. taunts, graffiti, gestures)
- Sexual (e.g. inappropriate or offensive comments or unwanted physical contact)

Cyber-bullying

Cyberbullying is bullying with the use of digital technologies. It can take place on social media, messaging platforms, gaming platforms and mobile phones. It is repeated behaviour, aimed at scaring, angering or shaming those who are targeted.

This could include:

- Making abusive comments
- Sharing pictures, videos or personal information without the owner's consent with an intent to cause them harm
- Hacking into someone's email, phone or profile
- Creating websites intended to target, humiliate or threaten an individual or group

Bullying can be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. We recognize that certain individuals may be particularly vulnerable to bullying.

3. What isn't Bullying?

Isolated incidents of falling out, name-calling or physical aggression between pupils are not considered to be bullying. These will be dealt with in accordance with our *Behaviour Policy*.

4. Our Aims

The aims of our anti-bullying policy are:

- To reinforce our school's core values and vision
- To enable everyone to feel safe while at St Oswald's CE Primary School.
- To make it clear that all forms of bullying are unacceptable at our school.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To ensure that any incident of bullying is dealt with as quickly and as effectively as possible
- To support and protect victims of bullying and ensure they are listened to.

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- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To ensure that pupils, parents and other members of our school community understand the school's approach to bullying
- To ensure all members of our school community understand their responsibilities and enable them to work together to prevent and deal with incidents of bullying.

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5. How we work to prevent bullying

All staff work hard to create a positive, welcoming and caring ethos at St Oswald's. Our core values and school rules (be respectful – be safe – be your best) set out clearly our expectations regarding positive behaviour and relationships. These are displayed widely throughout school and are modelled, promoted and celebrated by all staff. Staff use a number of whole school reward systems, including weekly Oswald Awards, owl stamps and our Caring Tree to reinforce these. Our Behaviour Policy also provides a clear framework with a hierarchy of sanctions which can be understood by pupils and parents and applied consistently by staff.

Teachers use RHE (relationships and health education) lessons, Circle Time and Collective Worship to help children understand how to manage relationships with others successfully and deal with personal, social and emotional issues appropriately.

All staff are given opportunities to develop and share positive behaviour management strategies through courses or observation of colleagues.

Pupils and parents are encouraged to speak to a member of staff if they have any concerns. All staff are aware of the need to listen to children and we have an 'open door' policy for parents. Pupils and parents are also given regular formal opportunities to feed back their views through surveys. Pupils are encouraged to take responsibility through roles such as School Councillors, Sports Leaders, and Oswald Leaders.

Individual pupils who are identified as being vulnerable (including potential victims or perpetrators of bullying) are regularly discussed by appropriate staff and supported as necessary. This includes additional lunch time provision and support from two teaching assistants who are ELSA (emotional literacy support assistant) -trained.

Responsibilities

Staff

All staff are expected to:

- Model our school values and vision in their daily relationships with all other members of the school community
- Listen and respond to children's concerns and take seriously any reports of bullying
- Be alert to the signs of bullying
- Deal promptly with any possible incidents of bullying in accordance with this policy
- Ensure that pupils and parents concerned understand the action that has been taken and any outcomes and feel able to report any further incidents

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- Use planned opportunities in the curriculum to help children to understand how to stay safe, including from bullying

Pupils

All pupils are expected to:

- Follow our school rules (be respectful – be safe – be your best)
- Tell an adult if they believe that they are being bullied, or that someone else is being bullied

Parents

All parents / carers are expected to:

- Encourage their children to follow our school rules (be respectful – be safe – be your best)
- Encourage their children to tell an adult if they have any concerns
- Communicate any concerns or important information to school staff promptly
- Support the school's Positive Behaviour Policy and Anti-Bullying Policy by promoting our expectations of children's behaviour and supporting any sanctions imposed by the school when necessary
- Model our school values and vision in their relationships with all other members of the school community

Governors

Governors are expected to:

- Monitor incidents of bullying and the effectiveness of procedures for dealing with these through the Headteacher's Reports to the Full Governing Body
- Review and determine school policies and procedures relating to pupils' behaviour, welfare and safeguarding through the Governors' Full Governing Body
- Nominate a governor who is responsible for safeguarding
- Model our school values and vision in their relationships with all other members of the school community

6. How we deal with bullying incidents

When concerns about a possible bullying incident are reported to a member of staff, they will:

1. Treat the issue seriously.
2. Investigate the incident thoroughly. This may include speaking to any pupils involved and to members of staff as appropriate.
3. Take action to ensure that the bullying stops and explain to the person who has reported the incident what action is to be taken. Action may include:
 - Speaking to the perpetrator and telling them that the bullying must stop
 - Notifying the perpetrator's parents
 - Asking other members of staff to monitor the situation
 - Imposing sanctions on the perpetrator
 - Working with the perpetrator or victim and perpetrator together to help them develop more positive behaviour

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4. Details of the incident and any action taken will be recorded, using our electronic CPOMS (child protection online monitoring system) system.
5. Continue to monitor the situation

If the incident raises a safeguarding concern for a pupil, this will be dealt with according to the school's *Safeguarding and Child Protection Policy*.

[Links to relevant policies:](#)

Safeguarding and Child Protection Policy.

Behaviour Policy

Online Safety Policy

SEND Policy