



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 2025

Next Review Date: September 2027

Suggested Frequency of Review : Every 2 years

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 flourish and 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.

Preventing and Tackling Bullying (2017)

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood. By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.

2. What is bullying?

As defined by the Department of Education (2017):

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences” (Preventing and Tackling Bullying 2017)

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.
- 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)
- Online (e.g. via text messages, use of AI and cyberbullying)

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 recognise that certain individuals may be particularly vulnerable to bullying.

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
- Creating content such as images, videos or posts with the use of AI to make an individual or group feel compromised, vulnerable or upset

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 all members of the school community to feel safe whilst being part of St Oswald's CE Primary School
- To foster a positive school culture where every member of the community treats others with respect, kindness and tolerance, actively preventing bullying
- 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
- To support and empower bystanders to take positive action, ensuring they know how to respond safely and appropriately to bullying and feel confident in seeking adult help
- 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.

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 and be our 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 use a number of whole school positive recognition strategies, 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. This is integrated throughout the curriculum, and modelled through staff behaviour, rather than being an add-on series of lessons, reinforcing the expectation that managing relationships and treating each other fairly is a consistent standard across the school.

All staff are given opportunities to develop and share positive behaviour management strategies through professional development such as courses or observation of colleagues where necessary.

All staff create a working, open partnership with parents/carers and pupils. Pupils and parents/carers 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 there is an 'open door' policy for parents if they have any concerns. Pupils and parents are also given regular formal opportunities to feed back their views through surveys, open evenings and through appointments. Pupils are encouraged to take responsibility through roles such as School Councillors, Sports Leaders, and Oswald Leaders.

At St Oswald's, we adopt a nurture approach which is supportive and inclusive to all. We pride ourselves on recognising when children are feeling vulnerable and build relationships to ensure individuals who are feeling upset can speak to the adults in school. 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, ELSA (Emotional Literacy Support Assistant) support, wellbeing worker support and nurture provision areas through school with a carefully appointed supportive team of staff.

Responsibilities

Designated Safeguarding Lead(s)

The Designated Safeguarding Leads are expected to:

- Ensure the school has a clear anti-bullying policy aligned with safeguarding procedures
- Maintain records of bullying incidents, including patterns that may indicate safeguarding concerns
- Support investigations into serious bullying incidents, particularly where there may be a safeguarding concern
- Ensure victims receive emotional and practical support in partnership with the school

pastoral team

- Ensure those accused of bullying access additional support in partnership with the school pastoral team
- Provide advice and training to staff on identifying bullying and understanding signs of harm

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 incident
- 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
- Engage in a curriculum that supports anti-bullying

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, listen carefully and be sensitive to all involved
2. Investigate the incident thoroughly in partnership with a member of the pastoral team. 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 working with them to find strategies to support the immediate stopping of bullying.
 - Notifying the perpetrator's parents
 - Asking other members of staff to monitor the situation
 - Ensure an appropriate sanction is in place for the individual bullying and an understanding as to why the sanction(s) have been implemented
 - Ensure appropriate support is in place for the victim of the bullying
 - Supporting the perpetrator solely or the victim and perpetrator together to help them develop more positive behaviour
 - A careful monitoring schedule over a period of time following the actions to ensure that the bullying has ceased
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*.

7. Related Policies

[Safeguarding and Child Protection Policy](#)
[Behaviour Policy](#)
[Online Safety Policy](#)
[SEND Policy](#)

Please note all of our policies are available on the [policies section](#) of our school website.