

Date	Minute Number	Ratified/Signed	Amendment
October 2023			



St Oswald's C.E. Primary School Anti-Bullying Policy

St Oswald's Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of understanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to inform a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded in the behaviour logs. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At St Oswald's Primary School, our definition of bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on the attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. St Oswald's will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everyone has the right to be treated with respect
- Everybody has the right to feel happy and safe
- No-one deserves to be a target of bullying
- Pupils who bully need to learn different ways of behaving

How Anti-Bullying is embedded into the curriculum at St Oswald's

- Further promote friendships and kindness through classroom displays
- Raise awareness by participating in Anti-Bullying week and Mental Health Day
- An effective Playground Buddies system in place
- Tailored PSHE lessons
- Promote the fundamental British Values particularly; mutual respect and tolerance
- Ensure pupils are aware of the Protected Characteristics (age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, sex, sexual orientation, pregnancy and maternity)
- Effective behaviour reward system and sanctions
- Underpinned school core values of Hope, Forgiveness, Perseverance, Respect and Honesty

Types of bullying behaviour

Bullying can take many forms:

- Emotional- being unfriendly, excluding, tormenting, threatening behaviour
- Verbal- name calling, sarcasm, spreading rumours, teasing
- Physical- pushing, kicking, hitting, punching or any use of violence
- Online- use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos
- Racist- racial taunts, graffiti and gestures
- Sexual-unwanted physical contact and abusive comments

Signs and Symptoms of bullying

A pupil's behaviour may indicate that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Doesn't want to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Has nightmares or is crying more frequent
- Feels ill in the morning
- Begins to achieve less well in school work
- Stops eating
- Becomes disruptive or unreasonable
- Has unexplained cuts or bruises
- Is frightened to say what's wrong

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a '*child friendly*' version of our policy.
- Using collective worship and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Developing empathy, social skills and emotional understanding through PSHE lessons, social and emotional learning programmes and interventions, circle time opportunities and playground buddies.
- All staff report any incidents on to My Concern so that all incidents are documented and actions/next steps are recorded.

- Report any safeguarding concerns to the Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Work with both parents to find solutions. Identify the most effective way of preventing re-occurrence and any consequences.
- Raising awareness of online bullying through regular online safety lessons.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Sanctioning in line with our school behaviour policy.

Reporting bullying

At St Oswald's our pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Playground buddie

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school. Parents are also encouraged to report concerns and bullying to their child's class teacher. We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Council meetings.

All staff are required to complete a behaviour log form when dealing with incidents of bullying. This should be completed as soon as possible and the Designated Safeguarding Lead is informed.

Procedures for parents:

- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns at St Oswald's and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed and any actions the school is taking.
- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.
- If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy.

Links with other school policies and practices

- Behaviour Policy
- Children's Complaints Policy
- Confidentiality Policy
- Whistle blowing Policy
- Safeguarding Child Protection Policy
- Child on Child Abuse Policy
- Equality Policy
- Online-Safety Policy
- SEN Policy

- School Improvement Plan

Supporting Organisations and Guidance

- Anti- Bullying Alliance: <http://www.anti-bullyingalliance.org.uk>
- NSPCC: <http://www.nspcc.org.uk>
- Young Minds: <http://www.youngminds.org.uk>
- PSHE Association: <http://www.pshe-association.org.uk>

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