



SS. Osmund & Andrew's RCP School

Anti-Bullying Policy

Together in Love, Growing in Faith, A Journey of Hope.

Together in Love, Faith and Hope.

Last Reviewed: October 2025

This policy will be reviewed in line with the policy review schedule

“Love your neighbour as yourself.”
— Matthew's Gospel 22:39

Mission Statement

Together in Love. Growing in Faith. A journey of Hope. Together in Love, Faith and Hope.

Definition

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 or the internet).

School Definition of Bullying

Any prolonged or repeated behaviour which hurts others physically, mentally or emotionally.

Aims

1. To ensure that children know what bullying is.
2. To ensure that all pupils are aware of the need to report incidents of bullying.
3. To ensure that all pupils are aware that bullying behaviour of any kind is unacceptable.
4. To minimise the amount and degree of bullying taking place in the school.
5. To respond to any incidents immediately in a structured and caring way, which addresses both the victim and the bully.

Recognising Bullies

The difficulties of definition mean that recognition is not always straightforward. It is important to emphasise, however, that the stereotypical image of bully as ‘a larger child with a chip on his/her shoulder’ is demonstrably wrong, and the staff are committed to the belief that all behaviour which causes distress to another pupil or pupils requires action. A ‘bully’ need be neither larger nor older than his/her respective victim.

Recognising Victims

It is frequently the case that the victim rather than the bully is identified initially, and the school has a vital role to play in this area. At SS Osmund & Andrew’s we aim to provide a positive, sympathetic atmosphere in which victimised pupils will be more likely to express anxiety or concern without the fear of receiving a dismissive or negative response.

The victims of bullying are often the more vulnerable children who may:-

- be new to the school
- be different in speech, appearance or background
- suffer from low self-esteem
- over-react to situations, e.g. throw tantrums
- be nervous or anxious by nature

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However, vulnerability is not always evident to adults and teachers need to be alert to changes in behaviour of all children as well as those mentioned above. Symptoms may include:-

- absenteeism
- under-achievement
- withdrawal
- childhood depression
- change in behaviour

Responding to Bullying

1. Everyone knows that it is right to tell and that action will be taken.
2. First incidents are dealt with quickly by the adult in the school to whom the incident is reported. It is then reported to the class teacher and/or Senior Management.
3. Adults experiencing bullying will report to Senior Management or Governors.
4. A discussion is held and witnesses are questioned.
5. Pupil incidents are recorded on the school's CPOMs software
6. Further or more serious incidents are dealt with in line with the Behaviour Policy.
7. The Child Protection Governor is informed about levels of bullying on an annual basis.
8. Parents are involved throughout the procedure.
9. In serious cases which may involve exclusion, LA guidelines are followed.

Staff Responsibilities

Staff to remain vigilant about bullying and where an incidence of bullying is either suspected or identified the class teacher(s) must be informed immediately. They will make the initial decision whether to deal with the situation within the classroom, or to request that the Headteacher (or, in his absence, the Deputy) to deal with it. The decision will be based upon a number of criteria:-

- the severity of the offence or accusation
- any previous history
- the teacher's personal knowledge of the personalities involved
- the length of time required to resolve the problem
- whether pupils from more than one class are involved.

Children with SEN

Children may not be aware that they are being bullied; they may be too young or have Special Educational Needs. Research shows that children and young people with SEN and disabilities are more at risk of bullying than their peers and therefore we strive to provide a fully inclusive environment both inside and outside of the classroom. This encourages all children to make positive relationships with each other despite their race, SEN status or background.

We are aware that children with SEND do not always have the levels of social confidence and competence or the robust friendship bonds that other children have. Staff at SS Osmund and Andrew's are able to identify children who may be vulnerable and who could fall victim to

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bullying as well as those who may demonstrate bullying behaviour. This is due to the positive relationships that are built between staff and children at SS Osmund and Andrew's.

Where children with SEN and disabilities are themselves found to be bullying, in most cases (except those related to specific conditions) school expects the same standards of behaviour as apply to the rest of the school community, having made the reasonable adjustments necessary.

Parental Involvement

Parents are reminded regularly to inform their children that they must tell someone should they ever be bullied. Parents should:

- remind children of the school Anti-Bullying code: NO, GO, TOLD.
- Report an incident of bullying immediately to school

Preventative Measures

- The Catholic ethos of the school aims to reduce bullying.
- The topic is dealt with in assemblies, RE and PSHE/Circle Time.
- The school rules are displayed and discussed. Children are supported in adhering to it.
- Reward systems promote positive behaviour.
- There is careful supervision of pupils in the school and playground.
- Staff set a good example.
- Children with SEND do not always have the levels of social confidence and competence or the robust friendship bonds that other children have. Staff are able to identify children who may be vulnerable and who could fall victim to bullying as well as those who may demonstrate bullying behaviour.

Giving Children a Plan to Deal with Bullying

At SS Osmund & Andrew's we tell the children that if they think they are being bullied, to NO-GO-TOLD:-

1. To look the bully in the eye and say, “No.”
2. To get away as quickly as they can. “Go.”
3. To tell an adult “Told.”

Child on Child Abuse

Staff are aware of the harm caused by bullying and will use our anti-bullying procedures where necessary. However, there will be occasions when pupil's behaviour warrants a response under child protection rather than anti-bullying procedures.

Children can abuse other children. This is generally referred to as child on child abuse and can take many forms. Please see our Safeguarding and Child Protection Policy for further information.

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Other Policies

This policy should be read in conjunction with SS Osmund and Andrew's Safeguarding and Child Protection Policy, Health & Safety Policy and the school's policies on equal opportunities.