St. Osmund's Catholic Primary School



Anti-bullying Policy

Governors' Committee Responsible:	Education Standards and Catholic Life
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Signed (Chair of Governors)	
Signed (Head Teacher)	

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Mission Statement

Fidem Fateri Vita

To nurture each child to fulfil their academic, spiritual, moral and physical potential and
to show our faith by the way we live.



" I have come that
you may have life
and live it to the full"

John 10:10

Introduction

At St Osmund's Catholic Primary School, all children are valued in a caring, Christian community where they learn their self-worth in an atmosphere of mutual respect, patience, and cooperation. Our school motto, *"Show your faith by the way we live,"* permeates every aspect of school life. We believe that we are all unique and that we are created in the image and likeness of Christ. Our school community is built and centred on fairness, forgiveness, compassion, and love for our fellow neighbours.

In keeping with our Catholic ethos, we are committed to providing a safe, warm, and nurturing environment where every child feels secure, protected, and empowered to flourish. Bullying of any kind directly contradicts our Christian values and our belief in the dignity of the human person. It is fundamentally unacceptable at St Osmund's and will not be tolerated.

This policy outlines our proactive approach to preventing bullying, promoting positive relationships, and ensuring that any incidents are dealt with swiftly, fairly, and with Christ-centred compassion and justice for all involved.

Creating an anti-bullying culture

Our approach to preventing bullying is rooted in our Catholic faith and our commitment to living out Gospel values. We believe that every child is uniquely created in the image and likeness of God (*Imago Dei*) and possesses inherent dignity, value, and worth.

Our aim is to create a safe, warm, and inclusive environment that is not merely dominated by a set of rules, but a shared calling for our entire school community—pupils, staff, parents, and governors. At St Osmund's we actively foster a culture where bullying is unacceptable, differences are celebrated, and every child feels safe, valued, and loved.

> *"A new command I give you: Love one another. As I have loved you, so you must love one another."*
>
> **— John 13:34**

Our Proactive Approach to Culture Building

We promote an anti-bullying ethos through all aspects of school life:

- **Living Our Faith and Gospel Values** Our Catholic ethos shapes how we treat one another daily. Through Religious Education (RE), daily collective worship, assemblies, and prayer, we teach children the importance of love, respect, kindness, forgiveness, and reconciliation.

- **Values-Led Curriculum & PSHE/RSE** Through our Personal, Social, Health and Economic (PSHE) and Relationships and Sex Education (RSE) curricula, our pupils learn about healthy relationships, empathy, personal boundaries, emotional literacy, and moral responsibility. We explicitly teach children what bullying is, what it is not, and the impact of our words and actions on others.

- **Promoting Digital Citizenship** Online safety and positive digital behaviour are embedded throughout our computing and PSHE lessons. We teach children to reflect Christ's values in their digital lives, showing respect, safety, and integrity both online and offline.

- **Empowering Pupil Voice and Leadership** We encourage our pupils to develop their faith in action and showing kindness to all and through providing opportunities for them to shape our school. Through initiatives such as our School Council, year6 buddies, and house captains, older children model compassionate behaviour and support younger pupils throughout different milestones of school life.

- **Cultivating an "Upstander" Culture** We explicitly teach children the difference between a *bystander* and an *upstander*. Pupils are encouraged and supported to speak up safely when they witness unkindness, knowing that reporting bullying is an act of care for others and that their voices will always be heard and acted upon.

- **Strong Community and Home-School Partnerships** We recognise that a strong anti-bullying culture depends on close collaboration with parents and carers. We maintain open, transparent communication and ensure parents feel confident that any concerns will be addressed promptly, sensitively, and in a spirit of Christian partnership.

Definition and Types of Bullying

At St Osmund's Catholic Primary School, we believe that understanding what bullying is—and what it is not—is vital to ensuring a safe, consistent, and compassionate environment for all children.

What is Bullying?

Bullying is defined as 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, and can take many forms.

Bullying can be summarised using the acronym **S.O.P.** (*Several Times On Purpose*):

- **S**everal Times (It is dynamic, repeated, or persistent over time)
- **O**n Purpose (It is intentional, deliberate behaviour designed to cause hurt or distress)
- **P**ower Imbalance (It involves an unfair imbalance of physical, social, or emotional power)

Rooted in our Catholic ethos, we emphasise to our pupils that bullying damages the fundamental dignity of the human person (*Imago Dei*) and undermines the loving, supportive community Christ calls us to build.

Types of Bullying

Bullying can manifest in various ways, often overlapping. At St Osmund's, we address all forms with equal seriousness:

Type	Definition & Examples
Verbal	Spoken or written words intended to hurt or humiliate. Includes name-calling, teasing, insult-driven nicknaming, threats, making offensive remarks, or spreading malicious rumours.
Physical	Unwanted physical contact or damage to belongings. Includes hitting, kicking, pushing, tripping, spitting, taking or breaking personal property, or intimidation.

Indirect / Relational	Deliberate actions designed to harm a child's social standing or friendships. Includes deliberate exclusion from games or groups, spreading rumours, manipulation, encouraging others to dislike someone, or making hurtful gestures.
Online Bullying	Bullying takes place using digital technology, devices, or platforms (such as messaging apps, online games, social media, or email).

An extra note on Online Bullying

Online Bullying can happen at any time of day and has the potential to reach a wide audience quickly. Examples include sending unkind messages or images, excluding individuals from online group chats, setting up fake profiles, or sharing private content without consent. Even when online bullying occurs outside of school hours, St Osmund's will intervene if it impacts a child's well-being, safety, or relationships within our school community.

<u>Distinguishing Bullying from Relational Conflict</u>

It is essential for staff, pupils, and parents to distinguish between bullying and ordinary falling out or peer disagreement.

Children are continually developing their social and emotional skills. Disagreements, brief arguments, and single acts of unkindness are a normal part of growing up and learning how to navigate relationships.

Feature	Relational Conflict / Falling Out	Bullying Behavior
Frequency	Occasional, isolated, or one-off incident.	Repeated over time (*Several Times On Purpose*).
Intent	Not usually intended to cause lasting harm.	Deliberate intention to hurt, humiliate, or intimidate.
Power	Equal balance of power between peers.	Clear imbalance of physical, age, or social power.
Remorse	Children generally show remorse and want to resolve the conflict.	Lack of remorse; persistent targeting despite distress.

Resolution	Resolved through apology, mediation, and restored friendship.	Requires targeted staff intervention, support, and policy sanctions.

While single incidents of unkindness or peer conflict do not meet the definition of bullying, they are never ignored at St Osmund's. They are addressed promptly through restorative conversations, helping children reflect on Gospel values, encouraging them to forgive one another, and repair damaged relationships.

Preventing bullying

Our approach to preventing bullying flows directly from Christ's Gospel message to "love one another as I have loved you" (John 13:34). We are committed to maintaining a safe, nurturing, and inclusive community where every child feels valued, safe, and supported. Bullying of any form directly contradicts our Catholic values and will not be tolerated. We believe that preventing bullying is the responsibility of our whole school community.

Preventive Strategies include:

Curriculum Integration & Catholic Life of the School

- **Religious Education (RE) & Catholic Social Teaching:** Modules on human dignity, forgiveness, and moral responsibility reinforce how our pupils are taught to treat one another.
- **PSHE & RSE:** Personal, Social, Health, and Economic education and Relationships Education are used to teach emotional literacy, healthy relationships, empathy, and personal boundaries.
- **Assemblies & Liturgies:** Regular school assemblies celebrate diversity, reinforce our core values, and address anti-bullying themes (including during national Anti-Bullying Week).

Culture of Open Communication ("Tell, Tell, Tell")

- **Clear Reporting Routes:** Pupils are actively encouraged to speak out if they experience or witness unkindness or bullying. They can report to class

teachers, teaching assistants, NSSport coaches, or Designated Safeguarding Leads (DSLs).

- **Worry Boxes:** All classrooms feature "Worry Boxes" for non-verbal reporting. This can lead to opportunities within the classroom to discuss friendship dynamics and how to achieve conflict resolution.
- **Peer Leadership:** Our leadership team, house captains and digital ambassadors are available/encouraged to support vulnerable peers, and alert staff to potential issues.

Environment & Supervision

- **Active Playground Supervision:** Staff proactively monitor high-traffic areas during break times and lunch hours to promote positive play and intervene early in peer conflicts.
- **Online Bullying& Digital Safety:** Online safety is embedded across Key Stages. Pupils learn responsible internet use, digital citizenship, and to report online harassment or inappropriate behaviour to a trusted adult.

Reporting bullying at St Osmund's

At St Osmund's Catholic Primary School, we are committed to creating a safe, loving, and supportive environment where every child can thrive. Pupils are always encouraged to talk to a trusted adult if they are unhappy or have any concerns, no matter how big or small.

We ensure our pupils understand that it is their right to feel safe, and it is also their responsibility to support their peers to feel and to be safe. By looking out for one another, we live out our school values and build a caring community.

If a child experiences or witnesses bullying, they should report it immediately using any of the following channels:

- **A Trusted Adult:** Any teacher, teaching assistant, or member of the school staff.
- **Their Class Teacher:** Who knows them well and can offer immediate support and guidance.
- **A Friend:** Who can listen, offer help, and support them in speaking to an adult together.

Every report of bullying will be listened to carefully, taken seriously, and acted upon promptly.

Responding to bullying

When an incident of bullying is reported, we will act swiftly, calmly, and firmly to address the situation. Our response focuses on safety, resolution, and reflection through the following steps:

- **Securing the Safety:** Our primary and immediate priority is to ensure the target of bullying feels protected, reassured, and supported. We will put appropriate measures in place right away to ensure they feel secure both inside and outside the classroom.
- **Taking Action to Stop the Bullying:** We will address the behaviour directly with those involved to ensure the bullying stops immediately. Clear, consistent measures and restorative procedures will be implemented to prevent any recurrence and to reinforce our commitment to a safe school environment.
- **Whole-School Learning and Reflection:** We view every incident as an opportunity for learning. We work with all parties involved to reflect on what has happened, understand its impact, and rebuild positive relationships. Insights gained from these experiences help inform our whole-school approach, assemblies, and PSHE curriculum, ensuring every pupil learns how to maintain a supportive and respectful community in the future.

The SLT monitors and reviews all bullying incidents in CPOMS to determine any patterns or trends that require further action. Furthermore the number, type and frequency of bullying incidents are reported termly to governors. Pupils are also given the opportunity to provide feedback on how safe and happy they feel at school.

Procedures for parents and carers

St Osmund's recognises that parents and carers play a vital role in partnership with the school to ensure the well-being and safety of every child. If you have any concerns regarding your child's happiness or welfare, please follow our established procedures:

- **Initial Contact:** Parents who have concerns about their child should speak to their class teacher immediately. Early communication allows us to monitor and address issues promptly within the classroom environment.

- **Escalation to the Headteacher:** If a parent suspects that an issue involves bullying, the matter will be referred to and discussed with the Headteacher. The Headteacher is always informed of any bullying concerns and will actively monitor the situation to ensure it is handled thoroughly.
- **Collaborative Support:** St Osmund's is committed to working closely with both children and parents to ensure that bullying is stopped effectively and that appropriate, ongoing support is provided to all parties involved.
- **Direct School Handling:** Parents must not confront the alleged bully or their family directly. Doing so can cause significant distress, escalate conflict, and complicate the resolution process. The school will manage all communications and interventions directly with the pupils and parents involved, ensuring both parties are kept fully informed of any actions taken.
- **Mutual Respect Community Standard:** All members of the St Osmund's school community—including pupils, staff, parents, and governors—are expected to treat one another with kindness, dignity, and respect at all times. This standard applies to all interactions, whether face-to-face or online.

Where to get help and advice

There are many organisations that provide support and advice if you are worried about bullying.

Help With Bullying | Bullying Advice | Coram KidscapeKidscapehttps://coramkidscape.org.uk

Kidscape: A dedicated anti-bullying charity providing practical support, parent advice lines, and "ZAP" assertiveness workshops to help children build resilience and confidence.

Bullying - Coram Family LivesFamily Liveshttps://www.coramfamilylives.org.uk › Advice

Family Lives (Bullying UK): Offers a free, confidential helpline and extensive online guides for parents on identifying signs of bullying, communicating with schools, and emotional support.

Anti-Bullying AllianceAnti-Bullying Alliancehttps://anti-bullyingalliance.org.uk

The Anti-Bullying Alliance (ABA): A coalition of organisations providing specialized tools, guidance, and resources for families, including targeted support for children with Special Educational Needs and Disabilities (SEND).

National Bullying HelplineNational Bullying Helplinehttps://www.nationalbullyinghelpline.co.uk

National Bullying Helpline: Offers confidential advice and phone support for children and worried parents dealing with bullying at school or online.

YoungMinds | Mental Health Charity For Children And Young ...Young Mindshttps://www.youngminds.org.uk

Young Minds: Provides dedicated mental health advice for parents and young people, including a Parents Helpline to navigate the emotional impact of bullying.

NSPCC | The UK children's charityNSPCChttps://www.nspcc.org.uk

NSPCC: Delivers comprehensive safety guidance, help with online bullying/online bullying, and support for parents managing worries about their child's well-being.

Childline | Free counselling service for kids and young peopleChildlinehttps://www.childline.org.uk

Childline: A free, 24/7 confidential service run by the NSPCC specifically for children to talk to a trained counselor directly about any bullying or safety concerns.

Appendix 1:

ST OSMUND'S CATHOLIC PRIMARY SCHOOL

Our Anti-Bullying Kindness Charter

"Love one another as I have loved you."

— John 13:34

🌟 God Created You Special & Unique

At St Osmund's, everyone is loved and valued as a child of God (*Imago Dei*). We treat each other with gentle care, respect, and fairness. Bullying never belongs in our school family.

❓ What is Bullying?

Bullying is not an accident, and it is not a one-off argument with a friend.

Bullying is when someone hurts you or leaves you out on purpose, over and over again.

Remember S.O.P.:

- Several
- On
- Purpose

Bullying can be:

- 🗣️ Verbal: Calling mean names, teasing, or saying hurtful things.
- 🤝 Physical: Hitting, pushing, tripping, or damaging belongings.
- 💔 Relational: Leaving someone out on purpose, spreading rumours, or hurting friendships.

- 📱 Cyber: Sending mean messages or photos online or in games.

💡 What Should You Do?

1. Say "Stop!" — If it feels safe, tell the person you don't like what they are doing.
2. Tell a Trusted Adult — Speak to your class teacher, a teaching assistant, one of your sports coaches or write a note for your classroom worry box.
3. Be an UPSTANDER, Not a Bystander! — If you see someone being hurt or sitting alone, tell a teacher straight away. Helping others is an act of love.

🛡️ **Remember: Reporting unkindness is never "snitching." It is keeping your friends safe. We will *always* listen and help you!**

🤝 Our Kindness Pledge

We use kind words in person and online.

We include everyone in our playground games.

We forgive each other and fix broken friendships.