



St. Osmund's CE Middle School Anti-Bullying Strategy

Last reviewed: 30.09.2025

Next review date: 30.09.2026

Our school is rooted in our Christian vision (1 Thessalonians 5:11 MSG) "So speak encouraging words to one another. Build up hope so you'll all be together in this, no one left out, no one left behind". Our school lives our Christian values of hope, community, respect and love.

Aims

This strategy aims to:

- Prevent bullying through a positive, inclusive culture,
- Respond quickly, sensitively, and effectively to incidents,
- Support both victims and those exhibiting bullying behaviour,
- Teach students empathy, responsibility, and reconciliation, and
- Work in partnership with parents, carers, and (where appropriate) governors.

Definition

The school's Anti-Bullying Ambassadors (students) have defined bullying as '*intentional (but not always), repetitive (at least 3 times) and unwanted behaviour. This can be threatening and/or aggressive. It can be in the form of hurtful words and/or actions by a person or group of people against another. This can be face to face or online*'. This definition, as well as advice on how to stay safe, appears in every student's Home-School Link Book.

Bullying is, therefore:

- Deliberately hurtful,
- Repeated, often over a period of time: Several Times On Purpose (STOP),
- Difficult to defend against.

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures

Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Single incidents of unkind behaviour are taken seriously but may not meet the definition of bullying; they will still be addressed through supportive strategies.

Prevention: Working towards a bully-free culture

- Christian values explicitly taught through Collective Worship, PSHE, RE and wider curriculum areas,
- Regular discussion of kindness, respect, courage, and forgiveness,
- Use of Bible stories (including Christian role models) to explore behaviour and choices,
- Anti-Bullying Ambassadors promote kindness and inclusion and offer age-appropriate peer support,
- Annual Anti-Bullying Week (November) activities including Odd Sock Day and annual Anti-Bullying Ambassador Student Survey,
- Active supervision at break and lunchtime by adults and SLT,
- Clear expectations for behaviour in classrooms, around school and transport,
- Age-appropriate e-safety education for middle-school students in computing.

Reporting Bullying

We do not tolerate bullying in our school.

- Parents/carers, adults in school and students should report incidents of bullying to the Form Tutor in the first instance. The Year Leader will become involved if necessary. The school will quickly seek to secure the safety and well-being of the victim.
- All reports are taken seriously and handled sensitively and confidentially. The school will investigate allegations of bullying with all parties involved by taking statements from students.
- If bullying is found to have taken place and an appropriate protective or educational consequence will take place (see section 7). Consequences might include: restorative conversations, reflection tasks linked to school values, a protective plan or a behaviour contract.
- A member of the Senior Leadership Team (SLT) will become involved if a bullying issue persists.
- The Year Leader and Form Tutor will monitor the student who has been bullied and provide ongoing support. Students who may be vulnerable to bullying will receive special support and monitoring from the tutor for reassurance and confidence-building. Support for students that have bullied another person include reflection, guidance and mentoring from an appropriate adult in school.
- We invest much whole-school effort into education about bullying to prevent any occurrence. Where bullying has occurred, we emphasise taking responsibility, making amends, rebuilding relationships where appropriate and learning from mistakes. This reflects Christian teaching on repentance, forgiveness and growth.
- Handling peer on peer abuse (including bullying) is an important part of ongoing safeguarding training for school staff, including governors.

Roles and responsibilities

The governing board

The governing board is responsible for monitoring this policy's effectiveness in line with the school's Christian

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Leadership Team
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 Mrs C Carter-Miles BSc NASENCO
 Mrs S Farmer BA NPQSL
 Mrs C Minhinick BEd NPQSL
 Mrs R Golledge DSBM
 Mrs L Staddon BA NPQSL



vision and values, and holding the Head of School to account for its implementation.

The Head of School

A designated member of SLT is responsible for reviewing this policy, including the Anti-Bullying Strategy. The Head of School is responsible for approving this policy.

The Head of School will ensure that the school environment encourages valued behaviour and that staff deal effectively with poor or detrimental behaviour. The Head of School delegates the monitoring of how staff implement this policy to a member of the SLT.

Staff

Staff are responsible for responding predictably, promptly and assertively in accordance with this Relationships Policy:

- Implementing this strategy consistently,
- Modelling valued behaviour at all times,
- Providing a personalised approach to the specific behavioural needs of particular students,
- Recording behaviour incidents and consequences on Arbor, reporting more serious incidents that need Year Leader or SLT investigation and support,
- The SLT will support staff in responding to bullying incidents where appropriate.

Parents/Carers

- Support the school's approach,
- Encourage open communication with their children.

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