Name of School	Rosemellin School
Policy review date	September 2025
Date of next review	September 2026

Overview

Our school's aim is to provide a safe and nurturing environment in which all children feel safe and are able to voice any concerns they may have. In this safe and nurturing environment any form of bullying is tackled swiftly and effectively when or if it occurs. All pupils' needs are promoted irrespective of gender, religion or age. By sharing concerns and talking about difference in a mutually respectful way the number of bullying incidents will be reduced. Rosemellin Primary School is committed to developing an anti-bullying culture which does not tolerate the bullying of adults, children or young people in any form.

Definition of bullying

Bullying is "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

Bullying can include:
name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

It can also include the above aimed at people for homophobic or racial reasons. This also includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include:
sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying can be a form of child on child abuse and can be emotionally abusive; it can cause severe and adverse effects on children's emotional development.

The effects of bullying:

When bullying happens, it affects everyone in our school. It can make the victim feel hurt and destroy self-esteem. Children who use bullying behaviour themselves can also be hurting, and need our help and support to behave differently. We know that it is really important for bullying to be dealt with quickly. As a school, we recognise the effect bullying can have and the impact on children's mental health. There are several members of staff who are trained in the most recent developments and practices in mental health and emotional support. These members of staff are deployed effectively to support children.

How we will reduce bullying:

- We will make lots of opportunities for children to think about how people are different and how this is a positive thing, not something to be afraid of.

- We will help children to build self-esteem and feel happy about being themselves.

- We will try to make sure that the adults in the school set a good example by behaving in a caring and considerate way.

- We will make sure all children know what bullying is and what it looks like. We will tell all children that prejudice related bullying is wrong. We will always challenge children who use homophobic language.

- We will encourage all children to tell an adult if they are worried about bullying.

Reporting and Responding to Bullying:

When a parent, carer or child tells us about bullying we will always take it seriously. All reports of bullying should be passed to the class teacher in the first instance, who will bring it to the attention of the Pastoral Team and/or the Senior Leadership team. The school will keep a record of what happened, who was involved and what was done to try and sort the situation out. Any sanctions (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned. In addition to this, there may be follow-up meetings to ensure it has not happened again.

Roles and Responsibilities:

Everyone at the school has a responsibility for preventing bullying. If adults think that bullying might be happening, they must tell the class teacher, Pastoral team or a member of the Senior Leadership Team. Children also have a responsibility for preventing bullying. They must tell an adult if they are worried about themselves, or anyone else. Adults at school should also look for signs of bullying, because not all children who are being bullied will tell someone about it. A child who is being bullied might seem sad or withdrawn, anxious or nervous about getting things wrong. They might not want to come to school.

In the event of an incident/complaint of bullying, there will be a single point of contact who will be the liaison with the child/family and carry out the recordings of the investigations.

Bullying Outside of School:

We know that if children are having difficulties at home it is impossible for them to do their best at school. The school has a responsibility to challenge all bullying which happens at school or on the journey to/from school and to help stop cyber-bullying. Although the school is not directly responsible for bullying in the local neighbourhood, when it occurs, school does have the powers to apply sanctions in line with our behaviour policy. We will try and help parents to challenge bullying outside of school when we can.

This might include:

- talking with the children/ families involved

- talking to the local police

- talking to pupils about how to handle bullying outside of school

Supporting adults:

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school's behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults (staff and parents) who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the Headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Hate Crimes:

Hate crimes are any incidents, whether a crime or not, motivated by hostility or prejudice towards an individual due to their:
race;
religion;
sexual orientation;
gender identity; or
disability.

Protected characteristics:
race – a person's ethnicity, nationality, country of origin, skin colour, etc.
religion – a person's religion or faith, even if they have no religion.
sexual orientation – a person's sexuality, whether they are heterosexual, homosexual, bisexual, asexual, etc.
gender identity – an individual who is transgender or perceived to be transgender.
gender - a person's sex
disability – any person with:
physical impairment;
life-limiting illness;
sensory disability;
mental ill-health;
learning disability;

visual difference; or
diagnosis on the autistic spectrum

It does not matter if the person targeted has the characteristic that the prejudice is directed toward, only that they are perceived to have that characteristic or belong to that community.

The definition of a Hate Crime covers criminal and non-criminal incidents: it is irrelevant whether the behaviour is a criminal offence.

Hate Crime covers a range of behaviours, including:
discrimination;
exclusion;
verbal abuse;
physical assault;
bullying including cyber-bullying; and
inciting hatred

Hate Crime can manifest itself in the school environment. It may be preferable to educate the perpetrator about their language and its impact. All incidents are recorded and reported to the local authority. If it is believed a crime has been committed any such incident will also be reported to the police.

Responses may involve action and support from various agencies for both the victim and the perpetrator, for example, support from statutory services and voluntary groups relating to the five protected characteristics.

This policy must be monitored to make sure it is working. The Headteacher has the overall responsibility for this, but parents and children will be able to comment in the annual questionnaire. Please call into school, telephone or email if you are at all concerned.

Links to other policies:

Safeguarding

PSHE

Behaviour

Supporting Organisations and Guidance

• Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
• Beat Bullying: www.beatbullying.org
• Childline: www.childline.org.uk
• DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" March 2014: https://www.gov.uk/government/publications/preventing-and-tackling-bullying
• DfE: "No health without mental health": https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy
• Family Lives: www.familylives.org.uk
• Kidscape: www.kidscape.org.uk
• MindEd: www.minded.org.uk
• NSPCC: www.nspcc.org.uk
• PSHE Association: www.pshe-association.org.uk
• Restorative Justice Council: www.restorativejustice.org.uk
• The Diana Award: www.diana-award.org.uk
• Victim Support: www.victimsupport.org.uk
• Young Minds: www.youngminds.org.uk
• Young Carers: www.youngcarers.net

Cyberbullying
• Childnet International: www.childnet.com
• Digizen: www.digizen.org
• Internet Watch Foundation: www.iwf.org.uk
• Think U Know: www.thinkuknow.co.uk
• UK Safer Internet Centre: www.saferinternet.org.uk

LGBT
• EACH: www.eachaction.org.uk
• Pace: www.pacehealth.org.uk
• Schools Out: www.schools-out.org.uk
• Stonewall: www.stonewall.org.uk

SEND
• Changing Faces: www.changingfaces.org.uk
• Mencap: www.mencap.org.uk
• DfE: SEND code of practice: https://www.gov.uk/government/publications/send-code-of-practice-0-to-25
• https://www.specialneedsjungle.com/keeping-children-with-send-from-getting-lost-in-digital-space/

Racism and Hate
• Anne Frank Trust: www.annefrank.org.uk
• Kick it Out: www.kickitout.org
• Report it: www.report-it.org.uk
• Stop Hate: www.stophateuk.org
• Show Racism the Red Card: www.srtrc.org/educational