



Anti-Bullying Policy

Reviewed by Amanda Parker
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Introduction and Aims

Rosemary Works School is committed to providing a caring, friendly and safe environment for all our pupils so they can learn and be taught in a secure atmosphere so they can grow and succeed.

As a school, we take bullying and its impact very seriously. Bullying of any form is not tolerated and bullying behaviour from anyone will always be challenged. We aim to make all connected with the school aware of our opposition to bullying and to make clear each person's responsibilities with regard to ensuring there is no bullying in our school.

This policy aims to ensure a consistent response to any bullying incidents that may occur and should be read in conjunction with our Behaviour, Safeguarding and E-Safety policies.

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. It is normal for children to make mistakes or to fall out from time to time and that we keep this distinct from bullying in our response.

Bullying, as defined by the Anti-Bullying Alliance, 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.

Bullying leads its victims to feeling vulnerable, frightened, intimidated, isolated and distressed. It can include incidents away from the school premises which are school-related, but excludes injury through accident. It is recognised that some bullying might be through individual incidents of a relatively minor nature but which assume greater significance when viewed in context, perhaps through frequency or reason.

Bullying can take many forms and can be short- or long-term. Bullying can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online – use of social media, messages and calls, misuse of photos and videos
- Prejudiced based – bullying that is racist, homophobic, transphobic, sexist or based on a person or group's religion, appearance, ability or other perceived difference.
- Indirect – e.g. social exclusion
- Exploitative – use of coercion or threats
- Extortion – demanding goods or money with threats

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.

We do this by:

- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement
- Having a positive ethos and set of values that all pupils, staff and parents understand
- Developing empathy, social skills and emotional understanding through Life Learning (PSHE and RSE) lessons
- Using assemblies and Life Learning lessons to ensure children understand the differences between relational conflict and bullying
- Helping young children to navigate conflict and find peaceful resolutions to problems
- Building a positive ethos based on respecting and celebrating all types of difference in our school community
- Ensuring there is diversity of representation throughout the curriculum
- Focused work with individuals and groups of pupils where required to support understanding and development of social skills
- Ensuring playground and lunchtime staff are trained and we have a range of activities at lunchtime to promote positive play
- Offering training to all school staff around behaviour and bullying, including specific guidance on those groups who are most likely to be bullied
- Maintaining open communication with parents and families
- Sharing a robust Behaviour Policy and Staff Code of Conduct which are reviewed annually.

Responding to Bullying

At Rosemary Works School, we take all reports of bullying seriously and respond promptly, consistently, and appropriately to support all parties involved. Our approach focuses on ensuring the safety and well-being of the child being bullied while also addressing the behaviour of the child engaging in bullying.

Reporting Bullying

Bullying can be reported by:

- Pupils – by speaking to any trusted adult in school (teacher, teaching assistant, lunchtime supervisor, or another staff member) if they experience or witness bullying
- Parents – by contacting the Class Teacher in the first instance, or the Head Teacher
- Staff – by recording concerns appropriately and reporting to the Class Teacher or Head Teacher

Investigating Incidents

All reports of bullying will be taken seriously and investigated thoroughly. The investigation will involve:

- Listening to the pupil who has experienced bullying, reassuring them, and gathering details in a sensitive manner
- Speaking to the alleged perpetrator(s) to understand their actions and perspective
- Gathering additional evidence, which may include speaking to witnesses, checking school records, or reviewing online activity if relevant
- Assessing the situation to determine whether it meets the definition of bullying or is a relational conflict requiring mediation

Responding to Confirmed Bullying

Support for the child being bullied will include:

- Providing reassurance and a safe space to talk.
- Involving parents/carers to ensure support at home.
- Offering additional emotional or pastoral support, including access to mentoring or peer support if needed.
- Monitoring their well-being and ensuring they feel safe at school.

Intervention with the child engaging in bullying will involve:

- Discussing their behaviour and its impact.
- Implementing appropriate consequences in line with the school's Behaviour Policy.
- Providing guidance and support to help them understand and change their behaviour.
- Involving parents/carers to reinforce expectations and work on a plan for improvement.

Restorative approaches (where appropriate)

- Facilitating a structured conversation between the affected parties (only if both feel safe and comfortable).
- Helping pupils reflect on their actions and the impact on others.
- Encouraging positive relationship-building strategies.
- Ongoing Monitoring and Follow-Up
- Regular check-ins with the pupil who was bullied to ensure the situation has been resolved.
- Continued observation of interactions between pupils involved.
- Further interventions if needed, such as small group work or social skills support.
- Reviewing any trends to address potential wider issues in the school community.

Escalation of Concerns

If bullying persists or is severe, additional steps may be taken, including:

- Further parental meetings.
- Involvement of external support agencies.
- Safeguarding referrals if necessary.
- More serious disciplinary measures in line with the Behaviour Policy.

By responding to bullying in a clear, consistent, and supportive manner, we aim to create a safe and inclusive environment where all pupils feel valued and respected.

Roles and Responsibilities

Ensuring a bullying-free environment is the shared responsibility of the entire school community.

School Leadership (Headteacher and Directors)

- Promote a whole-school approach to preventing and addressing bullying.
- Ensure staff receive appropriate training.
- Regularly review and update the anti-bullying policy.

Staff

- Model positive behaviour and reinforce school values.
- Be vigilant and respond promptly to any signs of bullying.
- Support pupils in developing positive relationships and resolving conflicts.
- Follow reporting and intervention procedures consistently.

Pupils

- Treat others with kindness and respect.
- Report bullying if they experience or witness it.
- Support peers by promoting inclusion and standing against bullying.

Parents and Carers

- Encourage respectful behaviour at home and in the community.
- Report concerns promptly and work with the school to resolve issues.
- Support the school's approach to anti-bullying and reinforce key messages.

Review

This policy will be reviewed annually unless an earlier review is triggered by changes in guidance or learning from an incident.