ROSSETT ACRE PRIMARY SCHOOL

Anti-Bullying Policy

Name of School:	Rossett Acre Primary School
Member of staff responsible:	Kate Woodcock & Alison Bridge
Date of Policy:	September 2026
Review Date:	September 2027

Statement of intent:

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils are encouraged to tell a member of staff and they are reassured by our commitment to all incidents being dealt with promptly and effectively. Anyone who knows that bullying is occurring is expected to tell a member of staff.

It is the responsibility of our whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos and showing no tolerance for bullying. We aim to support pupils in identifying bullying and enable them to develop the skills to deal with situations where bullying occurs.

This policy should be read alongside the school's Relational Behaviour Policy, Safeguarding and Child Protection Policy, Online Safety Policy, Equality Information and Objectives, SEND Policy, Relationships and Health Education curriculum, Child-on-Child Abuse Statement and Complaints Policy. It reflects current expectations within Keeping Children Safe in Education, Working Together to Safeguard Children, the Equality Act 2010, the Education and Inspections Act 2006, the Education Act 2002 and relevant DfE guidance on preventing and tackling bullying.

Legal framework and statutory guidance:

Rossett Acre Primary School recognises that all state schools must have measures in place to prevent all forms of bullying among pupils and must communicate these expectations clearly to staff, pupils and parents/carers. The school will act to prevent discrimination, harassment and victimisation and will pay due regard to pupils who may be more vulnerable to bullying, including pupils with SEND, pupils eligible for pupil premium, children who are looked after or previously looked after, young carers, pupils with protected characteristics and pupils experiencing changes in family circumstances, attendance, wellbeing or mental health.

The school will treat bullying as a safeguarding concern where there is a risk of significant harm, child-on-child abuse, sexual violence or sexual harassment, harmful online behaviour, discriminatory abuse, hate-related incidents, exploitation, coercion, intimidation or any concern that a child is unsafe. Staff will follow the school's safeguarding procedures, record concerns promptly and involve the Designated Safeguarding Lead, parents/carers, external agencies, Children's Social Care or the Police where appropriate.

Aims:

- Bullying will not be tolerated.
- All stakeholders have an understanding of what bullying is.
- All stakeholders know what the school anti-bullying policy is and what they should do if bullying arises.
- Pupils and parents to be assured that they will be supported when bullying is reported.

- Bullying is identified early

Our anti-bullying policy is regularly communicated to parents and is also available on our website.

What do we mean by bullying?

Definitions of bullying typically include three parameters:

- Repetitive and prolonged over time
- Involving an imbalance of power
- Physical, verbal, emotional, social, online, prejudiced, racist, faith-related, sexist, sexual, homophobic, biphobic, transphobic, disability-related or appearance-related in nature
- May take place face-to-face, online, on the way to or from school, in the wider community, or through technology used outside school where it affects pupils' safety, wellbeing or education

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- All schools experience incidents of disputes and falling out between pupils, these incidents would not necessarily be classed as bullying.
- Bullying is a deliberate intention to hurt or humiliate.
- There is imbalance that makes it hard for the victim to defend themselves (imbalance might be a difference in strength (taller vs shorter), a difference in ability (being better at something than somebody else) etc.
- It is persistent.
- An incident may be deemed to be bullying if it hasn't been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger, then intervention is urgently required.

How do we prevent bullying?

We encourage respect and positive behaviour through Restorative Practice, the One Life approach and our school rules: Ready, Respectful and Safe, as well as our Golden Rule, 'Treat others the way you would like to be treated.' Each class has a Class Charter based on the UN Convention on the Rights of the Child to maximise a safe, equal and supportive climate for all children. This is enhanced through PSHCE lessons, relational check-ins, worry boxes, drop-in clinics, assemblies, discussion in lessons, nurture interventions, belonging groups, One Life-informed language and strategies and meetings with parents/carers and external agencies.

We use opportunities throughout the school calendar (for example during online safety week and anti-bullying week) and at certain times of the school day to raise awareness of the negative consequences of bullying. Whole school assemblies also provide strategies for pupils to use if they are being bullied or see someone being bullied. (The focus of these strategies is to tell an adult they can trust).

We aim to support pupils in developing healthy self-esteem and self-confidence through teacher/pupil discussions, circle time, nurture sessions and reward systems.

Through One Life, staff support pupils to understand feelings, recognise body signals, build trusted relationships, practise regulation strategies, repair harm and develop a secure sense of belonging. This helps pupils understand the impact of their actions, make safer choices and seek help early.

Information is sent home to parents detailing what bullying is, how we address it and what they can do if they have concerns. Parents' concerns are taken seriously and dealt with accordingly. Workshops/newsletters on internet safety are also made available to parents.

Identifying the problem:

Affected individuals may display the following:

- Unwillingness to come to school
- Withdrawn, isolated behaviour
- Complaining about missing possessions
- Refusal to talk about the problem
- Easily distressed
- Damaged or incomplete work

Staff use their knowledge of pupils, attendance patterns, behaviour records, CPOMS logs, pupil voice, parent/carer concerns and changes in wellbeing to identify possible bullying early. Staff will regularly remind pupils that worries can be shared confidentially where appropriate and that bullying can be discussed through lessons, assemblies, One Life-informed conversations and PSHCE.

We have a nurture team and Learning Mentor who are available for drop-in sessions, as well as carrying out group and individual nurture sessions. Staff strive to see pupils at any time if the matter is urgent.

All reported incidents and patterns of concern will be recorded, monitored and reviewed by appropriate leaders. Records will include the nature of the concern, pupils involved, protected-characteristic or safeguarding factors, actions taken, parental communication, support offered, follow-up checks and the impact of intervention.

How does school respond to possible reports of bullying?

At Rossett Acre, we do not tolerate bullying. The school encourages all children to speak to a member of staff they trust. We recognise that children, including bystanders, may worry that speaking up could worsen the situation. To reduce this barrier, each class has a worry box, monitored regularly by the class teacher and pupils are also supported through trusted-adult check-ins, One Life-informed relational conversations and pastoral support.

Reported incidents will be treated seriously and investigated thoroughly:

- Interviewing all parties
    - Perpetrators and victims are interviewed separately
    - Witness information should be obtained whenever possible
    - Written records of incidents, investigations, outcomes, safeguarding decisions and follow-up actions are kept securely in line with school systems and data protection expectations
- Informing parents – (for all involved, both victim and perpetrator)
- The victim will be supported, as we recognise that they may feel powerless and vulnerable.
- The perpetrator should be supported in recognising their unsociable behaviour and given support to modify their behaviour (see section below).

- Implement appropriate disciplinary consequences and ‘Community Fix-its’ in accordance with the school’s Relational Behaviour Policy. These are graded according to the seriousness of the incident and age of the children involved but should send out a message that bullying is unacceptable.
- Responses may also vary according to the type of bullying and may involve other agencies where appropriate.

- Action should be taken to prevent further incidents, which may include follow-up sessions, especially keeping in touch with the person who reported the situation, e.g. pupils, staff members, parents/carers. There is a clear complaints procedure for parents who are not satisfied with the school's actions.
- A range of responses and support appropriate to the situation may be used, including solution-focused work, restorative approaches, One Life regulation and reflection work, circle of friends, individual support for the child harmed, individual support for the child who has caused harm, class-based learning, referral to the nurture team, Early Help or external agencies where appropriate.
- Liaising with the wider community if the bullying is taking place off the school premises i.e. in the case of cyberbullying or hate crime.

How Rossett Acre supports pupils who have displayed bullying behaviour

We recognise that children who have displayed bullying behaviour also need support, guidance and clear boundaries. We will discuss what has happened with the individual(s), establish the concern, identify the harm caused and agree the need to change behaviour. This will be done with support from the Rossett Acre Nurture Team and through One Life-informed approaches that help pupils recognise emotions, understand triggers, practise regulation, repair relationships and make safer choices. We will liaise with parents and carers and work together to change the attitude and behaviour of the child.

If bullying is online, we will support pupils and families to preserve evidence where appropriate, request that harmful content is removed, report accounts or content to the service provider, consider whether filtering and monitoring arrangements need review, and follow safeguarding procedures where online behaviour indicates risk of harm, coercion, exploitation, harassment or criminal behaviour.

Where necessary, we may work with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

Where behaviour may amount to sexual violence, sexual harassment, hate crime, harassment, assault, theft, repeated intimidation or other criminal behaviour, the school will follow safeguarding procedures and consider referral to the Police, Children's Social Care or other relevant agencies. The wishes and safety of the child harmed will be carefully considered, alongside the need to protect all pupils.

What parents should do if they believe that their child is being bullied.

If parents feel that their child is being bullied, they should initially approach their child's class teacher and inform them of this. The class teacher and parents will work together to establish the main concerns and provide possible solutions to address any bullying behaviour that is occurring. The concerns and action to be taken will be recorded.

If bullying behaviour persists, or if the concern is serious, the Phase Leader and Senior Leadership Team should be informed and further investigation and action will take place. The Deputy Headteacher, Headteacher and Designated Safeguarding Lead will be involved as required. Support from the Trust, Early Help, Children's Social Care, the Police or specialist services may also be requested where appropriate.

The school communicates the systems it has for the prevention of bullying with parents through this policy (available on the website) and an anti-bullying guide at the end of this policy.

Alongside this, we also have our Child-on-Child Abuse Statement
rossettacreprimary.co.uk/seecmsfile/?id=2480

Parents and carers are encouraged to share concerns early, provide any relevant information or evidence, avoid retaliatory contact with other children or families and work with school so that concerns

can be investigated safely, fairly and in the best interests of all children involved.

Monitoring, evaluation and review:

Senior leaders will review bullying records to identify patterns, including locations, times, repeat incidents, online concerns, protected-characteristic themes, SEND or vulnerability factors, attendance links and pupil voice. Findings will inform curriculum planning, assemblies, staff training, supervision, parental communication, pastoral provision and governor reporting. This policy will be reviewed at least annually, and sooner if legislation, statutory guidance, safeguarding learning or school context requires it.

Useful links and supporting organisations

Note: *Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)*
www.gov.uk/government/publications/preventing-and-tackling-bullying

General

- Anti-Bullying Alliance
- Childline
- Family Lives
- Kidscape
- MindEd
- NSPCC
- PSHE Association
- The Diana Award
- Victim Support
- Young Minds
- Young Carers

SEND

- Changing Faces
- Mencap
- DfE: SEND code of practice

Cyberbullying

- Childnet
- Internet Watch Foundation
- Think U Know
- UK Safer Internet Centre
- The UK Council for Child Internet Safety (UKCCIS)
- DfE 'Cyberbullying: advice for headteachers and school staff'

Race, religion and nationality

- Anne Frank Trust
- Kick it Out
- Report it
- Stop Hate
- Tell Mama
- Educate against Hate
- Show Racism the Red Card

LGBT

- Barnardo's LGBT Hub
- EACH
- Proud Trust
- Schools Out
- Stonewall

- Anti-bullying Alliance

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW)
- Disrespect No Body
- Anti-bullying Alliance

Appendix A – Understanding and preventing bullying: A parent's guide

*What is **bullying?***

Bullying is when someone hurts, threatens, or excludes another person on purpose and repeatedly. It can happen in many different ways, including:

- **Physical Bullying**: Hitting, pushing, or damaging someone's belongings.
- **Verbal Bullying**: Name-calling, teasing, or making hurtful comments.
- **Social Bullying**: Excluding someone from activities or spreading rumours to make others avoid them.
- **Cyberbullying**: Using technology, like social media or text messages, to hurt or intimidate someone.

Why does bullying happen?

Bullying can happen for many reasons. Sometimes, children bully because they feel insecure, are copying others, or have not learned how to handle their own emotions. It's important to remember that bullying is never the fault of the child being bullied.

*Signs of **bullying** to **watch for***

Children who are being bullied may not always speak up, but you can look out for some common signs:

- Unexplained injuries or damaged belongings.
- Sudden changes in behaviour, such as becoming anxious, depressed, or withdrawn.
- Avoiding school, social activities, or certain classmates.
- A drop in school performance or lack of interest in schoolwork.
- Unexplained headaches, stomach aches, or trouble sleeping.

*What **can you do** as a **parent?***

If you suspect your child is being bullied, or if they confide in you about bullying, it's important to take action. Here's what you can do:

1. **Listen and Support**: Take your child's concerns seriously. Let them know that it's okay to talk about bullying, and that it's not their fault.
2. **Talk to School Staff**: Contact your child's teacher, in the first instance, to share your concerns. Rossett Acre has an anti-bullying policy and will work with you to stop the bullying.
3. **Encourage Self-Confidence**: Help your child build resilience by teaching them how to stand up for themselves calmly and assertively. Encourage activities that help them develop their skills and confidence.
4. **Monitor Online Activity**: If cyberbullying is an issue, keep an eye on your child's online interactions, and talk to them about the importance of staying safe online. Please remember that many social media applications are purposely set with an age restriction of either 13 or 16 (including WhatsApp, Facebook, TikTok, Instagram, Pinterest and Snap Chat).

Tips for preventing bullying

- Encourage kindness and respect at home and teach your child to treat others as they would like to be treated.
- Get involved in school activities and ask how they're promoting an anti-bullying culture.

- Support your child in developing friendships with a variety of children.
- Teach your child to stand up for themselves assertively, but not aggressively, and encourage them to seek help when needed.

What to do if your child is bullying others

If your child is bullying others, it's important to act quickly to stop the behaviour and understand why it is happening. In a calm and constructive way, talk to your child about how bullying hurts others and teach them the values of kindness, empathy, and respect. Work with the school to ensure that the behaviour is addressed and that your child understands the consequences of bullying.

*Useful **resources***

- **Anti-Bullying Alliance**: www.anti-bullyingalliance.org.uk
- **Childline**: 0800 1111 (a free helpline for children and young people)
- **NSPCC**: www.nspcc.org.uk

Together, we can make school a safer and kinder place for everyone.