

# Rossington St Michael's C of E Primary School

## ANTI-BULLYING POLICY

2025-2026



Date of Policy: September 2025

Date of Review: September 2026

## **Introduction**

Rossington St Michael's C of E Primary School is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

Our school recognises the need to safeguard the welfare of all those within the school community and to encourage a culture of co-operation, acceptance, and harmony both within and outside of school.

We are committed to ensuring that children, staff, and our wider school community feel welcome, accepted, successful, and loved. We are committed to providing a caring, friendly, and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. We have high expectations of all pupils, staff, and parents and strive to create a school community in which all children can fulfil their potential.

Bullying of any kind is unacceptable at Rossington St Michael's C of E Primary School. If bullying does occur, all incidents will be dealt with promptly and effectively. The school actively implements its anti-bullying policy and has clear pathways for reporting, which are known to all members of the school community. If a crime has been committed during a bullying incident, the Community Police Officer will be involved as appropriate. All reported incidents will be actioned by our Anti-Bullying Co-ordinator (Sally Atherton). We celebrate diversity and promote cohesion within our community.

We believe every person is a unique individual made in God's image and worthy of respect. Every child has the right to be taught in an environment which is respectful and affirming of them, and is free from ridicule, intimidation, and violence. There shall be no hierarchy of victims: all bullies, no matter the reason for their behaviour, will be challenged and subject to appropriate sanction.

## **This policy reflects the following guidance:**

- 'Preventing and Tackling Bullying', Department for Education, 2017  
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

## **What is Bullying?**

Bullying is defined as:

- "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally."

**Definition from Anti-Bullying Alliance:**

- "The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace."

**The Equalities Act 2010** protects against discrimination, harassment, and victimisation related to:

- Disability
- Gender
- Gender reassignment / transgender identity
- Race
- Faith
- Sexual orientation / sexuality
- Pregnancy / maternity

Additional issues that may lead to bullying:

- Appearance (e.g., being overweight)
- Special educational needs
- Home circumstances (e.g., young carers, looked after children)
- Sexist or sexual bullying
- Homophobic or transphobic bullying

**Forms of Bullying:**

- Verbal: name-calling, spreading rumours, threats
- Physical: hitting, intimidation, unwanted contact
- Emotional: exclusion, gossiping
- Cyber: harmful messaging via digital media
- Psychological: ignoring or isolating others
- Written: offensive drawings or notes
- Incitement: encouraging others to bully
- Extortion: demands for money or belongings

- Property damage: theft or vandalism

#### **Impact of Bullying:**

- Poor attendance
- Lower academic performance
- Low self-esteem
- Anxiety, depression, self-harm
- Long-term mental health issues

#### **Possible Signs of Bullying:**

- Reluctance to attend school
- Sudden changes in behaviour
- Damaged/missing belongings
- Declining academic performance

#### **School Action Plan:**

- Appoint Anti-Bullying Officer (Sally Atherton) and LSB Member
- Clear procedures for reporting via CPOMS
- Annual review of the policy with the community
- Safe supervision of potential bullying hotspots
- Promote empathy, kindness, and emotional intelligence

#### **Support for Victims:**

- Clear reporting pathways
- Listen and consult
- Tailored support plans

#### **Support for Perpetrators:**

- Listen and consult
- Behavioural interventions (e.g., counselling, mediation)
- Sanctions where appropriate (exclusion if necessary)
- Involvement of external agencies if needed

#### **Support for Bystanders:**

- Raise awareness and provide opportunities to share concerns

#### **School Strategies:**

- Lunchtime clubs, assemblies, circle time
- Anti-Bullying Ambassadors
- Peer mentoring and mediation
- External agency support (e.g., CAMHS)

#### **Education for the Community:**

- Curriculum focus on tolerance and respect (PSHE/SMSC)
- Training for staff and governors

#### **Engagement with Parents and Carers:**

- Transparent communication procedures
- Refer to the school complaints procedure if necessary  
<https://www.doncaster.gov.uk/services/get-in-touch/complaints-and-compliments>

#### **Staff Support:**

- Contact details for unions, HR, and support organisations are available in staff handbooks and on staff noticeboards.
- Cyberbullying reporting via CEOP.

## Appendix 1: Support Agencies

- Doncaster MIND: 01302 342525
- [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Childline: 08000 1111
- [www.bullying.co.uk](http://www.bullying.co.uk)
- [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)
- [www.mermaidsuk.org.uk](http://www.mermaidsuk.org.uk)
- [www.stonewall.org.uk](http://www.stonewall.org.uk)
- [www.rainbowflagaward.co.uk](http://www.rainbowflagaward.co.uk)
- [www.cyberbullying.org](http://www.cyberbullying.org)
- [www.chatdanger.com](http://www.chatdanger.com)
- [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)

## Appendices:

- Appendix 2: Pathways of Help (to be updated visually)
- Appendix 3: Valuing All God's Children  
[https://www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019\\_0.pdf](https://www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019_0.pdf)
- Appendix 4: NSPCC Sexting Research Report Summary