



Anti-bullying Policy

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Rowan Education promotes values which reject bullying behaviour and promote co-operative behaviour between staff, pupils, parents/carers and professionals alike. Tackling bullying matters for everyone.

This policy should be read alongside our policies on Equality & Diversity, Special Educational Needs (SEND), Behaviour and Safeguarding.

Legislation

This policy was written with reference to:

[The Equality Act 2010.](#)

[Keeping Children Safe in Education 2025,](#)

[Bullying at school \(GOV.UK\)](#)

[Department for Education guidance on preventing and tackling bullying,](#)

[Children Act 1989](#)

Statement of Intent

Rowan Education is committed to providing a supportive, caring, and safe environment in which all children are free from the fear of being bullied and in which, should bullying occur, they can be confident it will be dealt with effectively and swiftly. As a school, we take bullying and its potential impact very seriously.

Staff, children and parents/carers will be made aware of the School's position on bullying.

General Principles

Bullying is unacceptable in any form, whether carried out by a child or an adult. The School has high expectations of good behaviour and we consistently challenge any behaviour that falls below this. Anyone who suspects or knows that bullying is happening is expected to tell a member of staff immediately.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Anti-Bullying Coordinator (ABC) or the Head. A clear account of the incident will be recorded in CPOMS and other documentation as required. All staff will be informed in order that close monitoring of the pupil and the alleged bully can begin. Parents/carers of both parties will be informed.

Rowan Education adopts a social model approach to bullying (<https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/responding-bullying/social-model-approach>).

Rowan Education will respond promptly and effectively to observed or reported incidents of bullying.

In our school community, we assert that:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who exhibit bullying behaviour need to learn different ways of behaving.

Although anyone can become a victim of bullying, National research has shown that some groups of pupils are particularly vulnerable. These include pupils with Special Educational Needs & Disabilities (SEND), Looked After Children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with their peers and young people. As a school, we are committed to developing empathy and the skills in our pupils to allow them to manage relationships in a peaceful way that does not harm others, whilst acknowledging that conflict is a natural part of life and can be managed appropriately.

At Rowan Education, we define bullying as:

“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, via the written word, telephones/texts or online.”

REPETITIVE – HURTFUL – INTENTIONAL – POWER IMBALANCE

Why is it important to respond to bullying?

There is considerable evidence to show that bullying can have both short- and longer-term negative effects on victims. It can impact on pupils' wellbeing and attendance, and can become a significant barrier to learning. Consequently, being a victim of bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can also lead to significant mental health concerns such as anxiety and depression.

Types of bullying behaviour

Bullying can take many forms, such as:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour.
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Extortion - demanding money/goods with threats.
- Online – use of social media, messaging, and calls. Misuse of associated technology e.g., photos and videos.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact, sexually abusive comments.
- Homophobic or misogyny - bullying because of sexuality or perceived sexuality.
- Transphobic – because of gender identity or perceived gender identity.
- Written – abusive notes, letters.

Preventing Bullying

At Rowan Education 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 incidents of bullying occur, we will work together to deal with the situation and to learn from what has happened.

We do this by:

- All staff remaining vigilant at all times to behaviour during the school day that might be considered bullying, or that might lead to bullying should it not be addressed.
- Identifying our ABC (Claire Frost), whose responsibilities are:
 - Policy review involving pupils, staff, governors, parents/carers and relevant local agencies.
 - Implementing the policy and monitoring and assessing its effectiveness in practice.
 - Managing bullying incidents.
 - Managing the reporting and recording of bullying incidents.
 - Assessing and coordinating training and support for staff and parents/carers where appropriate.
 - Coordinating strategies for preventing bullying behaviour.
- Using morning check-in/tutor and circle time in class to ensure that pupils understand the differences between relational conflict and bullying and to allow the voicing of any concerns.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have a positive impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents/carers understand and recognise when they attend Rowan Education.
- Ensuring work in school that develops empathy, social skills, and emotional understanding e.g., PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and buddies/mentors.
- Securing the safety of the target of bullying and taking actions to stop the bullying from happening again. Whole school learning - reflecting on what we have learnt.
- Remaining alert to any associated safeguarding concern and reporting such concerns to the Designated Safeguarding Lead (DSL, or Deputy DSL), in accordance with our Safeguarding policy.

- Providing assurances to the child that concerns have been listened to and effective action will be taken.
- Establishing who else is involved and what roles they have taken.
- Sending the clear and consistent message that the bullying will be identified, will not be tolerated and must stop.
- Working with all parties to find solutions. Identifying the most effective way of preventing reoccurrence and minimising any consequences.

Reporting bullying

Pupils are encouraged to talk to staff if they are unhappy or have any concerns. They understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult.
- Any member of staff.
- A peer if they do not want to talk to an adult.

Pupils are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents/carers are also encouraged to report concerns of bullying to School staff. This is normally the ABC/Head.

When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Steps in responding to bullying

Secure the safety of the victim of bullying	Think about any safeguarding concern and report concerns to DSL. Provide assurances to the child that concerns have been listened to and action will be taken.
Take actions to stop the bullying from happening again	Consider who else is involved and what roles they have taken. Send clear messages that the bullying must stop. Work with all parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequence. Restorative Justice measures may be employed.

Whole school learning/reflection on what we have learnt.	Reflect and learn from bullying episodes – consider what needs to happen next to prevent further bullying e.g. PSHE etc.
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We monitor and review all bullying incidents (via CPOMS) to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through student 1-1 time or in group sessions.

Procedures for parents/carers:

If a parent/carer has any concerns about possible bullying of their child, they should speak to the ABC/Head immediately. The Head is always informed of any bullying concerns at Rowan Education and will monitor the situation carefully.

If a parent/carer feels unable to talk to the ABC, they can make an appointment to speak directly with the Head.

The School will work with the child, any identified perpetrator and the parents/carers to ensure that any bullying is stopped, and that support is given where needed. Restorative Justice measures may be employed in this regard.

Parents/carers should not confront the bully or their parents/carers. This can inflame/escalate the situation and cause further distress to the pupil. It is therefore important to reassure the parent/carer that the matter is being taken seriously and steps will be taken to resolve it as soon as practicable.

The school will deal directly with all children involved and their parents/carers. Parents/carers will be kept informed of any actions the school is taking.

If parents/carers feel that their concern has not been dealt with appropriately, they should follow the schools' Complaints Policy.

All members of the School community, including pupils, staff, parents/carers and Governors, are expected to always treat everyone with dignity and respect, regardless of the medium of communication.

Linked Policies

All available on our [website](#) and in hard copy on request.

- Safeguarding Policy.
- Complaints Policy.
- Equality Info and Objectives Policy
- Special Educational Needs (SEND) Policy
- Behaviour Policy

Important Contacts

Role	Name	Contact
Anti-Bullying Coordinator (ABC)	Claire Frost	cfrost@rowaneducation.uk
Head	Mrs Helen Hockaday	hhockaday.rowaneducation@gmail.com 07384151888