

Rose Education Provision



Anti-Bullying Policy

August 2025

STATEMENT OF INTENT

At Rose Education Provision we are passionate about our mission to provide an education of the highest quality which develops all students to achieve their full potential. Students must feel safe if they are to reach their full potential in all aspects of school life. At Rose Education Provision we create an atmosphere in which bullying cannot thrive and in which no student has to suffer from any kind of bullying.

Our clear message at Rose Education Provision is that we DO NOT tolerate any form of bullying.

At Rose Education Provision we say “No” to all types of bullying.

Our anti-bullying policy supports this by:

- promoting respect and tolerance towards everyone
- showing an understanding of each other
- helping students distinguish right from wrong
- supporting the formation of good relationships
- encouraging students to participate, and having support programmes which promote a whole school approach towards tackling bullying

AIM

The aim of the Anti-Bullying Policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied i.e. that all members of the school are free from fear of bullying.

Bullying is anti-social behaviour and effects everyone; it is unacceptable and will not be tolerated at all.

Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available in school.

WHAT IS BULLYING?

A definition of bullying is:

“Behaviour by an individual or group; usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

- Bullying can take many forms (for instance, cyber-bullying via text messages or the internet)
- Bullying is often motivated by prejudice against particular groups (race, gender, Special Educational Needs, religion, sexual and/or gender orientation or simply because a child is adopted, fostered or in care)
- Bullying involves an imbalance of power between the victim and the perpetrator
- Bullying can manifest itself in many ways – physical, psychological or emotional
- Bullying can lead to feelings of fear, anxiety, isolation and distress

The Law

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it

- foster meaningful relations between people who share a protected characteristic and people who do not share it.

The nine protected characteristics are: age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race-including nationality, ethnicity or national origin), religion or belief, sex and sexual orientation.

Maintained schools are required to comply with the new Equality Duty. Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales Part 6 of the Act applies to maintained schools and Academies and to other independent schools.

Criminal law

Although some types of bullying are not classed as a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If school staff feel that an offence may have been committed they will seek assistance from the police.

S.T.O.P.

Is a useful working definition adopted by Rose Education Provision as a way of simply defining bullying.

Several Times On Purpose

There are different types of bullying:

Verbal bullying

This is when verbal language is used to gain power over peers. Examples of verbal bullying include:

- Name-calling
- Taunting and goading
- Threatening
- Gossiping
- Spreading rumours and belittling someone
- Offensive remarks – including inappropriate sexual remarks
- Texts, e-mails, Instant Messaging (cyber)

Physical bullying

Physical bullying is when someone uses parts of their body in a physical way to exert power over peers. Examples of physical bullying include:

- Pushing people around or tripping them up
- Kicking, hitting or slapping
- Poking, biting and pinching
- Taking or damaging possessions (could be clothing or equipment)
- Any use of any form of physical violence

Social bullying

Social bullying is the use of various means to damage or destroy someone's social relationships. Examples of social bullying include:

- Lying and spreading rumours
- Encouraging others to turn against someone
- Negative facial or physical gestures
- Playing nasty jokes to embarrass and humiliate
- Mimicking unkindly
- Socially excluding
- Damaging someone's social reputation or social acceptance

Emotional bullying

Emotional bullying is the words or actions to isolate, mock or tease another individual. Emotional bullying targets an individual's emotions, confidence and self-worth.

Examples of emotional bullying include:

- Isolating others
- Tormenting
- Hiding things from another person
- Threatening gestures
- Ridiculing
- Humiliation
- Intimidation
- Excluding
- Manipulation and coercion

Cyberbullying

The rapid development of, and widespread access to technology has provided a new medium for "virtual" bullying, which can occur in or outside of school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content easily. Examples of cyber-bullying include:

- Sending unkind messages online
- Pranking someone's mobile phone
- Hacking into someone's gaming or social networking profile
- Being unkind or offensive to someone in an online game
- Spreading secrets or rumors about people online
- Pretending to be someone else to spread hurtful messages online

Homophobic, Biphobic and Transphobic bullying (HBT bullying)

This is bullying motivated by a prejudice against lesbian, gay, bisexual, transgender, queer or any LGBTQ+ people. Examples of homophobic bullying include:

- "Outing" someone deliberately without a person's consent
- Ridiculing someone because of their sexuality or gender
- Name calling
- Using homophobic, biphobic or transphobic offensive language
- Refusing to work with someone because of their sexuality or gender

Racist bullying

This bullying is when someone experiences repeated hostile or offensive behavior against them based on the color of their skin, their cultural and religious background and traditions and, or their ethnicity or perceived ethnicity. Examples of racist bullying include:

- Using racially offensive language
- Mocking religious customs or traditions
- Making fun of someone's accent
- Making fun of someone's food
- Refusing to work with someone because of their ethnicity
- Racist jokes, including jokes about a person's race, ethnicity, nationality or culture

All of the above examples could be bullying.

Rose Education Provision recognises that bullying which is motivated by prejudice is a particular concern, for example: racist, sexist and homophobic bullying, biphobic bullying, transphobic bullying and bullying related to perceptions about disability and/or special educational needs. Any of the above forms could be involved.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Young people sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

PROMOTION OF THIS POLICY

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example:

- display of information within school
- in information packs for new students and staff
- in the PSHE curriculum

PREVENTATIVE MEASURES

The school will prevent bullying through:

- our school ethos which ensures that everybody is treated with the respect that they deserve
- raising awareness of the nature of bullying through inclusion in the PSHE programme, subject areas and informal discussion, as appropriate
- participating in national initiatives such as Anti-bullying Week,
- seeking to develop links with the wider community which will support inclusive anti-bullying education
- using specific strategies, for example peer mentoring and restorative justice on a regular basis and implement them if appropriate, subject to available resources
- listening to and acting on the voices of students and staff
- the continued implementation of the school's behavior policy

IDENTIFYING AND REPORTING CONCERNS ABOUT BULLYING

All concerns about bullying will be taken seriously and investigated thoroughly when reported.

Students

All students (including 'onlookers' acting on behalf of another student) are informed to report bullying by:

- talking to any member of staff
- talking to a friend to act as intermediary with any member of staff
- contacting local and national support agencies for advice/support

Staff

All staff in school will report bullying by:

- dealing with the immediate issue
- recording it on the internal bullying log/spreadsheet

Parents/Carers

All responsible adults will be encouraged to report concerns about bullying and to support the school in tackling it, by:

- contacting the National Bullying Helpline ([see appendix 1](#))
- contacting Rose Education by telephone or email and speaking with a senior member of staff

Trying to resolve bullying directly with students or their families can lead to problems escalating.

RESPONDING TO REPORTS ABOUT BULLYING

Rose Education Provision will take the following steps when dealing with concerns about bullying:

- If bullying is suspected/reported, it will be dealt with promptly and accordingly by the member of staff who has been made aware of it
- A clear account of the concern will be recorded and given to the Head of School
- Any reports of sexual harassment, violence or assault should not be investigated by members of staff but should be reported to a member of the Safeguarding Team immediately
- The Head of school will interview those involved and record the interviews. This will be held in line with the school's data protection policy/practice
- Parents/Carers and other relevant adults will be kept informed
- Where bullying takes place outside school, any other relevant schools or agencies (e.g. youth clubs, transport providers) will be informed about the concerns and any actions taken
- Consequences will be used as appropriate and in consultation with all parties involved

Student Support

Students who have been bullied will be supported by:

- offering an opportunity to discuss any issues with a member of staff of their choice
- providing reassurance that the bullying will be addressed
- offering continuous support to restore self-esteem and confidence
- the use of specialist interventions and/or referrals eg counselling
- a safety and support plan

Students who have bullied others will be helped by:

- discussing what happened and why the student became involved
- establishing the wrongdoing and need to change
- informing parents/carers to help to change the attitude of the student
- the use of specialist interventions and/or referrals to other agencies where appropriate

Parents/Carers

Most concerns about bullying should be resolved through discussion between home and school:

- parents/carers will be asked to support the school in the consequences taken
- where a student is involved in bullying others outside school, (e.g. in the street or through the use of the internet at home) parents/carers will be asked to work with the school in addressing their child's behaviour (e.g. restricting/monitoring their use of the internet or mobile phone)
- If a student has been bullied outside of school by any student(s) and the Police have been contacted, the school will work closely with the Police.
- referral of the family to external support agencies may be made where appropriate
- where a parent/carer feels their concerns have not been resolved, they would be encouraged to use the formal Complaints Procedure

The following consequences can be taken against the perpetrator:

- Official warnings to cease offending behaviour
- Mediation
- Exclusion from certain areas of school premises
- Confiscation of mobile phones, in line with school policy
- Reflection with a member of staff
- Suspension
- Permanent exclusion from the provision
- Police intervention

Author:	Miss Sheree Curtis		
Date:	August 2025		
Signed:	<i>S. Curtis</i>	Review Date:	August 2026

Appendix 1

Organisation	Telephone	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-bully	N/A	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
Childline	0800 1111	www.childline.org.uk
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk