



Harrietsham Church of England Primary School

Anti-Bullying Policy

Policy lead:	Jackie Chambers
Responsibility:	Headteacher
Date approved by Governing Body:	September 2025
Governor signature:	Rebecca Emson (Chair)
Review date:	September 2026

Harrietsham Church of England Primary School

Anti-Bullying Policy

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School Context:

Harrietsham CEP Vision Statement

We are a warm, welcoming, and inclusive school rooted in our rural community. Like the mustard seed we grew from tiny beginnings and our branches are now spread wide –providing support and taking our values beyond the school gates. All those in our community feel safe and nurtured - able to flourish and grow academically, spiritually, emotionally and physically to achieve their full God-given potential.

“Nurtured we flourish”

We are a nurturing school. As such we believe in, and follow, **The Six Principles of Nurture** in all of our practice.

1. Children’s learning is understood developmentally.
2. The classroom offers a safe base.
3. The importance of nurture for the development of wellbeing.
4. Language is a vital means of communication.
5. All behaviour is communication.
6. The importance of transition in children’s lives.

Our Values

The roots of our vision are in the parable of the Mustard Seed.

‘The kingdom of heaven is like a mustard seed, which a man took and planted in his field. Though it is the smallest of all seeds, yet when it grows, it is the largest of garden plants and becomes a tree, so that the birds come and perch in its branches’.
Matthew 13 31-32

In order to grow and reach our potential, everything that we do in school is driven by our vision and underpinned by our core Christian values of:

Love, Fellowship and Forgiveness

Key Contact Personnel in School

Nominated Member of Leadership Staff Responsible for the policy: (Jackie Chambers, Headteacher)

Designated Safeguarding Lead (s):

- Joanne Griffin (Lead DSL)
- Jon Gambell
- Rebecca Evans
- Jackie Chambers

Named Governor with lead responsibility: (Mr Chris Back)

This policy is based on DfE guidance "[Preventing and Tackling Bullying](#)" July 2017 and supporting documents. It also takes into account the DfE statutory guidance "[Keeping Children Safe in Education](#)".

Bullying, both verbal and physical, will not be tolerated in our school. It is everyone's responsibility to prevent it from happening and this policy contains guidelines for all members of the school community.

In our school, children have the right to feel welcome, safe and happy. In our school we will not tolerate any unkind actions or remarks, even if these were not intended to hurt.

Bullying is defined by us as: "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

Policy Objectives

We are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

- This policy outlines what we will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community.

Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Complaints Policy
- Safeguarding and Child Protection Policy
- Staff Code of Conduct Policy
- Online safety and Acceptable use Policies (AUP)
- Curriculum Policies, such as: PSHE, citizenship and computing
- Mobile and Smart Technology Policy

Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law.

These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Definition of Bullying

Bullying is 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. (DfE 'Preventing and Tackling Bullying July 2017)

Bullying can include physical and emotional abuse such as: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

Bullying can be in relation to physical appearance, home circumstance (e.g. young carers, children in care), physical/mental health conditions, sexualised bullying/harassment and prejudiced-based/discriminatory bullying (against people with protected characteristics).

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Harrietsham Church of England Primary School recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Relational Conflict vs Bullying

It is important to communicate what bullying actually is. We work hard to communicate this to our children and our families.

'Bullying' can often be used as a 'label' for occasional relational conflict.

Bullying: Bullying is an imbalance of power; the powerful over the powerless. It is a repeated negative action and is deliberate. There is usually little remorse shown by the bully for the impact of their actions.

Relational Conflict: Relational Conflict is when there is equal power and incidents happen occasionally and are more than likely accidental or due to an argument or disagreement. Additional characteristics of relational conflict are remorse and an effort to solve the problem between the parties.

In our school we use:

STOP 'Several Times On Purpose'

as a simple way to communicate the difference between one off fallings out / unkind behaviour or friendship disputes and persistent, targeted, bullying behaviour.

Our younger pupils practice learning to say STOP clearly, with a single hand gesture to make it clear when they wish someone to stop doing something e.g. following, copying etc. This helps to establish clearly whether behaviour is being done on purpose to upset someone and prevents accidental upset through misunderstanding.



Forms of bullying covered by this policy

Bullying can happen to anyone.

This policy covers all types of bullying including:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

Bullying is recognised by Harrietsham Church of England Primary School as being a form of child on child abuse; children can abuse other children.

Abuse is abuse and it should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.

We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Our Ethos

We recognise that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Our School Community:

- Understands the importance of challenging inappropriate behaviours between peers.
- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.

- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.
- Provide play facilities available for our children that provide an interesting and stimulating environment.

Responding to Bullying Concerns

The school will take all allegations of bullying seriously and actions taken will depend on the outcome of monitoring and investigations.

If bullying is suspected or reported, the incident(s) and names of those involved will be recorded immediately on CPOMS by the member of staff who has been approached or witnessed the concern.

The member of staff will notify the Headteacher or a member of the Senior Leadership Team (SLT). The Headteacher will be made aware of all instances of reported bullying.

If an allegation of bullying is made, the school will follow the following stages:

Stage 1 – Informal Monitoring:

If a child / parent identifies potential bullying, a period of informal monitoring (as agreed between the parent and teaching team) will take place by the teaching team.

- Monitoring can be as long or short a period as required - usually 1 – 2 weeks.
- All monitoring reports will be logged on our behaviour / safeguarding system. CPOMs.
- The alleged victim will be supported by the teaching team via regular informal check-ins.
- The alleged bully will not be made aware of the concern of bullying at this stage. All conversations with the alleged bully will follow our school behaviour policy.

Stage 2 – Formal Monitoring:

If the teaching team feel that there is reason to believe that bullying may be occurring, they will inform the SLT (Senior Leadership Team) within the school who will put in place official monitoring of the situation.

- Monitoring can be as long or short a period as required - usually 1 – 2 weeks.
- The parents of the alleged bully and victim will be contacted to make them aware at this stage.
- The alleged victim and the alleged bully will be given a key contact within school who will conduct regular check-ins.
- The alleged bully and the alleged victim will be interviewed.
- Witness information will be obtained where possible.
- All record keeping will be logged on our behaviour /safeguarding system, CPOMs.
- After the monitoring period (as agreed by SLT), both parents will be written to with the outcome of the investigation.

If monitoring does not confirm bullying, both the alleged victim and the alleged bully will continue to be supported, via a named staff member.

Stage 3 – Actions taken to prevent bullying:

If monitoring confirms that bullying is taking place, then stage 3 will commence.

- A meeting will be held with child accused of bullying and their parents to go through evidence base and agree a way forwards.
- Action will be taken to prevent further incidents (separation in class, separation in unstructured times, obtaining an apology, etc).
- The victim and their parents will be informed of this plan.
- Ongoing close monitoring will continue – all record keeping will be logged on our behaviour /safeguarding system.
- Both the victim and the bully will likely be given interventions to support them going forwards.

Stage 4 – Further sanctions:

If there are repeated incidents, further sanctions will be put in place.

- A meeting will be held with the child and parents to outline the evidence of continued bullying and provide detail on how this will be sanctioned (fixed term exclusion will be considered at this point).

Children who have been bullied will be supported by:	Children who have perpetrated bullying will be helped by:
Reassurance will be given to the child immediately.	A member of SLT will speak with the alleged perpetrator separately and keep a written record of their account.
An immediate opportunity will be offered to discuss the experience with their teacher, the Designated Safeguarding Lead, or a member of staff of their choice. A written record of their account will be kept.	Where bullying has been found to have taken place, there will be a discussion with the child about what has happened and the need to change the behaviour.
The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues. Other staff members may be spoken to/informed as appropriate (e.g. Inclusion Leader, Pastoral Team, Class Teacher).	The Designated Safeguarding Lead will be informed of all bullying concerns, especially where there may be safeguarding issues.
Parents/carers will be contacted and invited to speak further over the phone or in a face to face meeting. The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate, and in line with child protection and confidentiality policies.	The Headteacher / member of SLT overseeing will check behaviour logs and make enquiries to see whether the alleged perpetrator has been involved in similar incidents, enabling any patterns of behaviour to be established.
The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.	Parents will be contacted at the earliest possible opportunity to discuss and help change the attitude and behaviour of the child.

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The child may be advised to keep a record of the bullying as evidence and there will be a discussion of how to respond to any further concerns.	
Where appropriate, a plan will be made with the pastoral team to help towards restoring self-esteem and confidence. Ongoing support will be provided. This may include the child working with, and checking-in with, staff, the offer of formal counselling, the school further engaging with parents and carers.	School will provide appropriate education and support regarding their behaviour or actions. If online, it may be requested that content be removed and accounts/content reported to service provider.
Where necessary, we will work with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Integrated Children Services or support through the Children and Young People's Mental Health Service.	Consequences will be decided, in line with school Behaviour Policy, to support the bully to change their behaviour. Parents will be informed of these.
	Where necessary, we will 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 Integrated Children Services or support through the Children and Young People's Mental Health Service.

A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. Records will be kept on CPOMs. This will include recording appropriate details regarding decisions and action taken.

Where the bullying of, or by, pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy and the school Behaviour Policy. If required, the Designated Safeguarding Lead will collaborate with Designated Safeguarding Leads at other settings.

Instances of bullying will also be recorded using the KCC Bullying Returns Form.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:

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- Looking at use of the school systems
- Identifying and interviewing possible witnesses
- Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the DfE guidance on '[Searching, screening and confiscation at school](#)' and [Childnet](#) Cyberbullying guidance.
 - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Where an individual can be identified, the school will ensure that appropriate support is implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - Advising those targeted not to retaliate or reply.
 - Providing advice on blocking or removing people from contact lists.
 - Helping those involved to consider and manage any private information they may have in the public domain.

Supporting Adults

Our schools take measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the Headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Note: Specific guidance is available for school leaders regarding dealing with complaints made on social networking sites by parents/carers: www.kelsi.org.uk/child-protection-and-safeguarding/e-safety.

Preventing Bullying

Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.

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- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The school community will:

- Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building self-esteem.

Involvement of Pupils

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas pupils' views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Utilise pupil voice in providing pupil led education and support
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Involvement and Liaison with Parents and Carers

We will:

- Take steps to involve parents and carers in developing policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.

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- Make sure that key information about prejudice-based and discriminatory bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Record Keeping

All forms of inappropriate behaviour will be recorded via CPOMs. Instances of bullying will also be reported via KELSI. Governors are kept up to date about the number of bullying cases via the DSL's termly report.

Monitoring and Review: Putting Policy into Practice

We will ensure that we regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied and any issues identified will be incorporated into the school's action planning.

The Headteacher will be informed of bullying concerns, as appropriate.

The Lead DSL will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- **Anti-Bullying Alliance** – <http://www.anti-bullyingalliance.org.uk>
Resources and information for parents and schools to help address bullying of children with special educational needs and disabilities
- **Beatbullying** – <http://www.beatbullying.org>
Offers online information and practical advice on dealing with bullying for children, young people, parents and professionals.
Also train CyberMentors and MiniMentors to provide peer support to children and young people.
- **Bullying UK** – <http://www.bullying.co.uk> / Helpline: **0808 800 2222**
Offers information for parents, young people and professionals who are concerned about bullying.

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- **Changing Faces** – Tel: **0845 4500 275** / <http://www.changingfaces.org.uk>
Supports people with differences in facial features, hands or body.
- **Childline** – Helpline: **0800 1111** (24 hours) / www.childline.org.uk
Offers a helpline and online support for children on any issue, including bullying.
- **Childnet International** – www.childnet-int.org
Works with organisations to help make the Internet a safe place for children.
Has online information for parents, children and young people.
- **Coram Children’s Legal Centre** – Helpline: **0808 8020 008** / www.childrenslegalcentre.com
Provides free information and advice and to children, young people, their families in England.
- **Equality Advisory and Support Service (EASS)** – Helpline: **0808 800 0082** / www.equalityadvisoryservice.com
Provides information, advice and support on discrimination and human rights issues to individuals in England, Scotland and Wales.
- **Equality and Human Rights Commission** – www.equalityhumanrights.com
Provides information and guidance on human rights, including disability discrimination.
- **Kidscape** – Helpline: **08451 205 204** / www.kidscape.org.uk
Provides a helpline for parents of children who are being bullied and offers confidence-building sessions for children who are being bullied.
- **Mencap** – Helpline: **0808 808 1111** / www.mencap.org.uk
Provides advice and support and works with people with a learning disability and their parent carers to change laws and services, and challenge prejudice.
- **National Autistic Society** – Helpline: **0845 070 4004** / www.nas.org.uk
Supports people with autism and their families and has resources for parent carers, school staff and young people on preventing bullying.
There is also information on ‘Circle of Friends’ to promote inclusion in mainstream schools.
- **National Network of Parent Carer Forums (NNPCF)** – www.nnpcf.org.uk
Parent / carer forums aim to improve local services for disabled children and their families in England by supporting and developing parent participation.
Call **Contact a Family’s** freephone helpline on **0808 808 3555** to find out if there is a forum in your area.
- **National Parent Partnership Network** – www.parentpartnership.org.uk / 020 7843 6058
- **Local Parent Partnership Services (PPS)**
Offer advice and support to parents and carers of children and young people with special educational needs.
They are statutory services which means there must be one in every local authority.
- **Stop Hate UK** – www.stophateuk.org / Helpline: **0800 138 1625**
Stop Hate UK work with young people and communities, and deliver training and consultancy across the UK.
They provide 24-hour support to people who have been affected by hate crime.
- **Thinkuknow** – www.thinkuknow.co.uk

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- **The Child Exploitation and Online Protection Centre (CEOP)**
Online safety site which has advice and tips for children, adults and professionals with information in English and Welsh.
- **UK Safer Internet Centre** – Helpline: **0844 381 4772** / www.saferinternet.org.uk
Information and resources on internet safety, and responsible use of technology for parents, teachers and children.

Other organisations

- Family Lives: www.familylives.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/uk-council-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying

- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ+

- Barnardo's LGBTQ Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/investigating-and-responding-sexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-deshame

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