

Balcombe C E (C) School



Anti-Bullying Policy

Adopted by Governors: Feb 2006

Reviewed: Feb 2010, Sep 2012
Nov 2012, Jun 2015
Oct 2019, Dec 21, Mar
23, Mar 24, May 25,
May 26

Next Review: May 27

Policy Statement

At Balcombe CE Primary School, we are committed to providing a safe, caring and inclusive environment where all members of our community are valued and treated with dignity.

Our approach is underpinned by our whole-school behaviour model, **Brilliant Behaviour at Balcombe**, where all pupils are expected to be:

- **Ready** – focused and prepared to learn
- **Respectful** – kind, polite and inclusive
- **Safe** – making positive choices that protect themselves and others

Bullying is not tolerated at our school. It is a serious breach of our expectation that everyone is **Respectful and Safe**, and we will act promptly and effectively whenever concerns arise.

Rooted in our Christian vision, we promote forgiveness, reconciliation and the opportunity for a fresh start, while ensuring pupils feel protected and supported.

Aims

This policy aims to:

- Ensure all members of the school community understand what bullying is
- Provide clear, consistent procedures for preventing and responding to bullying
- Promote a culture where pupils feel confident to speak out
- Support both the child experiencing bullying and the child displaying bullying behaviours
- Ensure strong links between behaviour, safeguarding and wellbeing

Definition of Bullying

We use a child-friendly definition developed with pupils:

Bullying is when someone deliberately hurts another person several times on purpose, making them feel sad, worried or unsafe.

We teach children to remember:

S.T.O.P. – Several Times On Purpose

Bullying may include:

- **Physical** – hitting, kicking, pushing
- **Verbal** – name-calling, teasing, racist or discriminatory comments
- **Emotional** – excluding, threatening, humiliating
- **Cyber** – online messages, social media or digital communication

Bullying is a form of serious unacceptable behaviour and may involve harassment or discrimination.

How We Prevent Bullying

Prevention is central to our approach. We actively teach and model positive behaviour through our behaviour curriculum.

We prevent bullying by:

- Explicitly teaching **Ready, Respectful, Safe** behaviours in lessons and assemblies
- Promoting kindness, respect and inclusion through PSHE and Collective Worship
- Celebrating positive behaviour through:
 - Team points
 - Celebration assemblies
 - Recognition and rewards
- Building strong relationships between pupils and staff
- Providing structured play and opportunities for teamwork
- Encouraging pupil voice and open discussion
- Promoting a strong culture of **telling**

All staff model positive behaviour and use consistent language so pupils understand expectations clearly.

Recognising Bullying

Staff remain vigilant to changes in behaviour that may indicate a concern. These may include:

- Withdrawal or anxiety
- Changes in behaviour or confidence
- Reluctance to attend school or certain areas
- Sudden changes in friendships

These signs may indicate a range of needs, but bullying will always be considered and investigated.

Reporting Concerns

All members of the school community are expected to act if they are concerned about bullying.

- Pupils are encouraged to tell a trusted adult
- Parents should inform the school as soon as possible
- Staff must take all reports seriously

We actively promote a culture where **it is safe to speak up**, and concerns will always be listened to.

Responding to Bullying

Our response aligns with the **Brilliant Behaviour at Balcombe graduated approach**:

Step 1: Immediate response

- Staff intervene promptly
- Behaviour addressed using consistent language
- Initial action may include reminder or warning where appropriate

Step 2: Escalation

- For repeated or serious incidents:
 - **Time In** (reflection with adult)

- **Senior Leader involvement**

Step 3: Investigation

- All incidents are investigated thoroughly
- Pupil voice is gathered
- Context and individual needs considered

Step 4: Recording

- Incidents are recorded using school systems (CPOMS)
- Patterns and concerns are monitored by senior leaders

Step 5: Support and intervention

Support is provided to both pupils:

For the child experiencing bullying:

- Reassurance and ongoing support
- Strategies to build confidence and resilience
- Monitoring to ensure the bullying has stopped

For the child displaying bullying behaviour:

- Support to understand and change behaviour
- Reflection and restorative conversations
- Targeted interventions where needed

Step 6: Parental involvement

- Parents/carers are informed
- Partnership established to support positive outcomes

Step 7: Further action (if required)

- For serious incidents, sanctions may be applied in line with the Behaviour Policy, including suspension where appropriate

Safeguarding

Bullying can be a safeguarding concern.

- All staff remain alert to signs of harm or vulnerability
- Concerns will be shared with the Designated Safeguarding Lead where appropriate
- Action will be taken in line with the Child Protection and Safeguarding Policy

Bullying involving discrimination, sexual harassment or prejudice will be treated with particular seriousness and managed in line with safeguarding guidance.

Supporting Pupils

We recognise that behaviour can be linked to wider needs, including:

- Social, emotional or mental health needs
- SEND
- External factors or experiences

We use a graduated, individualised approach to support pupils and prevent recurrence.

Roles and Responsibilities

All staff will:

- Model positive behaviour
- Respond consistently to concerns
- Record and report incidents

Pupils will:

- Follow **Ready, Respectful, Safe** expectations
- Speak up about concerns
- Treat others with kindness

Parents will:

- Work in partnership with the school
- Report concerns promptly

Leaders and Governors will:

- Monitor incidents and patterns
- Ensure the policy is implemented effectively

Monitoring and Review

The school will monitor bullying through:

- Behaviour and safeguarding records
- Feedback from pupils, staff and parents
- Ongoing review of patterns and trends

This policy will be reviewed annually by the Headteacher and Governing Body.

USEFUL WEBSITES AND ADDRESSES:

<u>www.childline.org.uk</u>	0800 1111
<u>www.anti-bullyingalliance.org</u>	
<u>www.bullying.co.uk</u>	
KIDSCAPE parents Helpline	07496682785
Family lives	0808 800 2222
Youth Access	020 8772 9900