

# Balcombe C E (C) School

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## Anti-Bullying Policy

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Adopted by Governors: Feb 2006

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

Next Review: Mar 24

**Policy Statement:**

We are committed to providing a caring, friendly and safe environment for our pupils where they can grow and flourish in a relaxed and secure atmosphere. The school aims to develop Christian attitudes in every child and help them respect others' ideas, opinions and beliefs. We celebrate individualism, and bullying of any kind is unacceptable at our school. Our children are encouraged to tell and know that incidents will be dealt with promptly, fairly and in a considered manner. This means that anyone who knows that bullying is happening is expected to tell a member of staff.

**Policy Objectives:**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- The school should promote Christian values and expect all children be respected as individuals and encouraged everyone to respect one another.
- Systems in the school will encourage and allow children to talk about and discuss their anxieties.
- Thoughtful and good behaviour will be promoted by clear examples of what this looks like and praised and rewarded in appropriate ways.

**What is Bullying?**

Our definition of bullying has been developed by the children. We believe that bullying is when a person, or group of people, deliberately hurt someone several times, making them feel worried and sad.

REMEMBER S.T.O.P. (Several Times On Purpose)

Bullying can be:

- Physical- pushing, kicking, hitting, punching, spitting or any use of violence.
- Verbal- name-calling, sarcasm, spreading rumours, teasing, negative or racist comments.
- Emotional- being unfriendly, 'put downs,' excluding, tormenting e.g. hiding books, threatening gestures.
- Cyber- unpleasant emails, texts or misuse of the computer, phone calls.

**The Signs and Symptoms of Bullying:**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- changes their usual routine
- feigns illness to avoid school or playtimes
- has unexplained cuts or bruises
- is not eating
- seems withdrawn, isolated and lonely
- avoids certain areas, such as, the toilets
- offers to do jobs to avoid playtimes
- runs away from school
- begins to truant
- is easily upset e.g. crying
- does not want to come to school/ does not want to walk to or from school

- can no longer focus on academic work and lacks concentration
- has low self esteem
- is clingy
- cries themselves to sleep, has nightmares or disturbed sleep patterns
- becomes aggressive, disruptive or unreasonable
- seems sad or depressed
- starts stammering
- is frightened to say what's wrong
- is bullying other children or siblings
- comes home with property or clothes damaged
- is afraid to use the internet or mobile phone
- gives improbable excuses for any of the above

These signs and symptoms could indicate other problems, but bullying should be considered a possibility and should be investigated.

#### **Procedures to follow if Bullying has occurred:**

1. Report bullying incidents to a member of staff IMMEDIATELY.
2. Any concerns by parents related to bullying should be reported to the school AS SOON AS POSSIBLE.
3. All incidents of bullying will be recorded.
4. In serious cases parents should be informed and may be asked to come in to a meeting to discuss the problem.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped immediately.
6. Appropriate strategies will be discussed to help the bully/bullies change their behaviour.
7. The bully/bullies will be asked to genuinely apologise. Other appropriate consequences and sanctions may take place.
8. Support will be given to the 'victim' of bullying and help with strategies for the future.
9. If possible, the pupils will be reconciled.
10. In serious cases, suspension or even exclusion will be considered.
11. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

#### **Ways to Prevent Bullying:**

These are a variety of methods that will be used to prevent bullying as and when appropriate.

- Circle time activities linked to PHSE that encourage respect for others and the differences between individuals e.g. role plays, writing poems and stories about bullying, making posters.
- Peer mentors in class and a buddy system on the playground.
- Celebrations of good and exemplary behaviour in assembly to provide behavioural models.
- Anti- bullying assemblies at regular intervals.
- Public celebrations of children's achievements both in and out of school.
- Playground activities to stimulate team building and cooperation.
- Friendship Stop to avoid children feeling isolated.
- An Action Station for children's comments re: bullying.
- A system of noting repeated unacceptable behaviour ( ie log book for individuals).
- Good communication networks between staff, children, parents and governors.
- Support for bullies and 'victims' of bullying to avoid repetition of behaviour.
- Sharing the ideas and experiences of other schools.
- Promoting a culture of 'Telling'.
- A named adult for children to go to if they have a concern or anxiety.
- To allow or condone bullying may lead to consideration under child protection procedures.

#### **Evaluation**

All incidents of bullying will be recorded by the Headteacher and reported to governors. Governors will review the anti-bullying policy annually to see if the policy is effective (e.g. pupils and staff are aware of the policy, procedures are being followed, bullying incidents have not increased, etc) and change the policy as appropriate.

## USEFUL WEBSITES AND ADDRESSES:

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