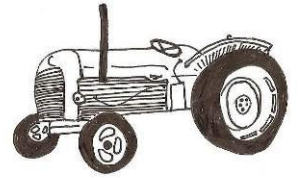


Anti-bullying Policy	
Originated by:	Babraham
Reviewed by:	Suzanne Wernham
Review date:	November 2025
Distributed to:	All staff, governors & volunteers
Distribution date:	November 2025
Policy status:	Statutory
Renewal term:	Annual
Next review date:	November 2026



Babraham Primary School Anti-Bullying Policy

Anti-Bullying Statement

Vision statement

All our children are encouraged to think about their own behaviour and to develop high self-esteem. All members of the school community should have a common understanding of what bullying is and know that the school does not tolerate it. Bullying and its prevention are discussed openly, as part of the home school agreement, during anti bullying week, as an integral part of the school PSHE curriculum, in assemblies, house forums and sessions in individual classes.

- We want to ensure that children feel safe in school at all times
- We help children understand what bullying is and that it is not tolerated
- We encourage children to ensure they always demonstrate the school's values
- We provide support to children who struggle to follow the school's values and help them to change behaviours
- We want to ensure that all children look out for each other and report incidents to school when they happen even if they are not impacted themselves
- We want parents to understand how the school will manage reports of bullying

What is bullying?

At Babraham we acknowledge that bullying can happen and define it 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 or online.'

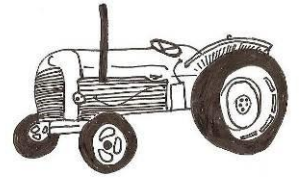
Children at Babraham realise that it can be complex and can take many forms. Some examples of bullying include:

- **Physical** – being punched, pushed, bitten, kicked or hit. Being forced to give up belongings, having belongings taken or being forced to do something they don't want to do. Being followed or physically intimidated. A single physical incident may be serious enough to be considered bullying.
- **Verbal** – being teased or called names. Being insulted about their gender, race, religion or culture. Being teased or insulted for being perceived to be different or due to an association with someone else.
- **Emotional** – persistently being excluded from a group or from games on the playground. Having unpleasant rumours or stories told about them. Being referenced in unkind handwritten messages and notes.
- **Cyber-Bullying** – via text message, instant messenger services and social network sites. Via images spread on the internet or on mobile phones

Children are taught about all these forms of bullying and encouraged to look out for themselves and for others and act if they see or experience something that concerns them. Children are also taught that we all make mistakes, and that it is the role and responsibility of the school community to guide children through times when things go wrong so that they can learn and improve.

A proactive approach

At Babraham, it is stressed to the children that the very best way to prevent bullying is to stop it from happening in the first place. Children know that we all play a part in making sure of this, by following the school values of kindness, consideration and respect to everyone, whether or not they are our closest friend.



Children can help us to ensure bullying is stopped by:

- Realising that it is their responsibility to make sure that Babraham School is a happy and safe environment for everyone by following the school values at all times.
- Telling other children if their behaviour causes them concern or upset, the first time that something happens to help the child understand the impact of their words or actions.
- Being assertive and telling another child to 'stop' to make it absolutely clear that they don't like what is happening.
- Looking out for each other and speaking out, either to an adult or to the child concerned, if they see someone else being bullied.
 - If telling the child who bullies to stop doesn't make a positive difference, children must speak to an adult in school that they trust as soon as possible, so that issues can be addressed as effectively as possible in the moment that they occur.
- Building resilience to support children to find solutions when faced with relationship challenges.

What will the school do if bullying occurs?

The school will treat all reports of bullying seriously and they will listen to all children involved to try to understand what has happened. In the event of a "one off" incident of unkind behaviour to another child, children will be reminded of the Babraham school values and asked to think about how their actions may have affected the other child. Children will be encouraged to apologise, and they will be reminded that "sorry" means that it will not happen again. Ways of handling the situation better next time will be discussed and both children will be told to speak to an adult if it happens again. The class teachers of all involved children will be informed of the incident and it will be recorded along with a note of the actions taken.

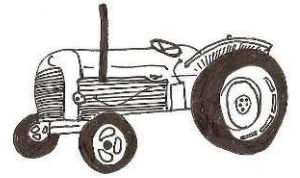
Depending on how serious the incident was, the children's parents or carers may be informed. As a consequence, it could be that the child displaying the unkind behaviour has to take some time out of playtime to think about their actions and how they could handle the situation better next time. Issues like these are best dealt with in school, but we understand that there may be occasions where a child talks about an incident at home before they speak to school, so if a parent or carer has any concerns regarding their child they should, in the first instance speak to their class teacher, who will go through the process detailed above.

Reporting and dealing with more serious incidents

If unkind behaviour persists beyond an isolated incident or if a single incident was serious enough the school will take further actions to resolve the situation. School will seek to address the behaviour in order to achieve a resolution to the problem rather than an escalation. We will work towards redemption and rehabilitation for all parties from the point at which an incident of bullying is reported.

All children will be listened to. A detailed account from the alleged victim will be taken first, before the other child/children are spoken to including the alleged child who bullies. All the information will be carefully considered before an appropriate course of action is taken. The parents or carers of the children will be informed and asked where appropriate to be involved in supporting the children in learning from and moving on from the incident. The children's Class Teacher, playground supervisors and any other relevant adults in school will be fully briefed on the details of the incident, and will support both the alleged child who bullies and victim in resolving the issue, reporting anything that concerns them.

If the alleged behaviour is not witnessed by adults in school, this does not mean that we will take the report any less seriously. We will work with all adults in the school to ensure children are watched and never left alone with the alleged child who bullies. Adults will intervene where necessary to avoid future incidents and ensure any bullying behaviour is 'nipped in the bud'. All actions and conversations will be documented. The alleged victim will be supported as necessary by school and asked to report all incidents to their class teacher who will record everything. This record will be reviewed regularly and addressed with the alleged child who bullies and their parents or carers where necessary to develop a behavioural improvement plan.



A restorative approach

As bullying is a behaviour choice, we aim to focus on resolving the behaviour of the child who bullies, therefore, they will be asked to:

- Accept responsibility for the harm they have caused to the individual being bullied (even if it wasn't intended)
- Accept responsibility for the harm caused to others in the school community
- Recognise the need to take action to repair the damage caused
- Agree a range of helpful actions to repair the harm caused, monitored over an agreed period of time.

School will spend time reminding the child who bullies, of the school's values and ensuring they are understood. In addition and where appropriate, sanctions may be used to impress upon them that their actions are unacceptable, to deter them in the future.

These may include for example:

- Missing some playtime
- Withdrawing privileges
- Being removed or separated from groups of children
- Confiscating personal property

If the bullying continues after following these interventions, the school will continue to discuss a course of action with the child who bullies and their parents or carers.

In a most serious case of persistent bullying, where the above approaches have not worked or where their actions constitute a serious assault, we may consider suspending the child who bullies from school (for a fixed period in the first instance).

If parents/carers of the victim are still not happy that the bullying has been managed effectively, they will be referred to the complaints procedure.

During anti-bullying sessions, children will be asked to think about the reasons for unkind behaviour and why another child might behave in an unkind or abusive way. They understand that anyone can make a mistake, and that a single incidence of unkind behaviour does not normally constitute bullying. They also understand that anyone can display bullying behaviour, and that often such children have been bullied themselves, are for some reason very unhappy or simply do not yet realise that their actions are wrong.

As a whole school community, we will seek to exercise empathy and forgiveness in our approach to bullying behaviour. It is our belief that children in school are learning socially as well as academically and can improve with school's support.