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BRAMBLETYE

Anti-Bullying Policy

Name:	Anti-Bullying Policy
Applies to:	Whole School including EYFS
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Contributors:	N/A
Owner:	Senior Deputy Headmaster
Approved by:	Headmaster
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Policy Statement

At Brambletye School, we are committed to maintaining a secure, caring and inclusive environment where every pupil feels valued, respected and safe. Bullying of any kind is unacceptable and will not be tolerated. We expect all members of our community—pupils, staff and parents—to work together to uphold the school’s ethos of kindness, respect and fair play.

This policy has been developed in line with:

- **DfE: *Preventing and Tackling Bullying (2017)***
- **DfE: *Cyberbullying: Advice for Headteachers and School Staff (2014)***
- **DfE: *Keeping Children Safe in Education (KCSIE, 2025)***
- **HM Government: *Working Together to Safeguard Children (2023)***
- **The Equality Act (2010)**

It should be read in conjunction with the School’s:

- **Child Protection and Safeguarding Policy**
- **Good Behaviour, Discipline, Rewards and Sanctions Policy**
- **IT: E-Safety, Digital Media, Social Media and Acceptable Use Policy**
- **Staff Code of Conduct**

1. Ethos and Principles

Brambletye's community is built on respect, good manners and mutual tolerance. Pupils and staff are expected to treat others as they would like to be treated themselves—by being kind, generous, thoughtful and sensitive. The school celebrates diversity and supports pupils of all backgrounds, faiths, and abilities.

We value the role of parents as partners in promoting high standards of behaviour and positive communication between home and school.

Our approach aligns with the *Every Child Matters* outcomes:

- Being healthy
- Staying safe
- Enjoying and achieving
- Making a positive contribution
- Achieving economic well-being

2. Definition of Bullying

Bullying is behaviour that intentionally hurts another individual or group, physically or emotionally, and is often repeated over time. It can be:

- **Physical:** hitting, kicking, theft, or damage to property
- **Verbal:** name-calling, threats, racist or sexist remarks, teasing or taunts
- **Psychological:** spreading rumours, exclusion, intimidation, manipulation
- **Cyber:** misuse of digital technologies, including phones, email, or social media

Bullying may be targeted at certain groups or individuals, for example due to race, religion, disability, gender, sexuality, or family circumstances.

If a person feels bullied, this is sufficient to warrant investigation and action.

The school records all incidents of bullying, including isolated or one-off events, within the **Peer-on-Peer Concerns Record**, which is regularly reviewed by the Senior Deputy Head.

3. Understanding Bullying Behaviour

3.1 The Bully

Those who engage in bullying behaviour may:

- Seek control or dominance
- Display aggression towards others
- Struggle with empathy or low self-esteem
- Break rules or challenge authority
- Exhibit strong persuasive or leadership traits

3.2 The Victim

Those who are bullied may:

- Be new to the school or socially isolated
- Differ in appearance, background or behaviour
- Exhibit anxiety, timidity or low self-esteem
- Have difficulty managing emotional reactions

3.3 Indicators of Bullying

Signs may include:

- Unexplained injuries or damage to belongings
- Changes in mood, work or attendance
- Avoidance of peers or school activities
- Frequent illness or visits to the School Nurse
- Sudden loss of confidence or withdrawal

Adults can also inadvertently bully by humiliating or using sarcasm towards pupils. Such behaviour is contrary to the **Staff Code of Conduct** and is treated seriously.

4. Contributing Factors

Bullying can thrive where there is:

- Lack of supervision or inconsistent discipline
- Poor communication between pupils and staff
- Overcrowding or boredom in free time
- Inadequate moral or emotional guidance

Brambletye actively monitors and mitigates these risks through strong pastoral systems, visible staff presence and robust boarding supervision.

5. Cyberbullying

Cyberbullying involves the use of electronic communication to harass, intimidate or harm. It can include messaging, image sharing, or online exclusion.

Brambletye uses managed digital systems including **SERVAL** (external monitoring) and **GoGuardian** (internal classroom oversight) to help safeguard pupils online.

The School's **IT: E-Safety, Digital Media, Social Media and Acceptable Use Policy** defines:

- Roles and responsibilities for online safety
- Acceptable use expectations for pupils, staff and visitors
- Technical safeguards for filtering and monitoring
- Procedures for reporting and managing concerns
- Online safety education within the curriculum
- Secure data management in line with GDPR

Pupils and staff must sign the **Internet and Email Users' Agreement**, which is countersigned by parents.

Clear expectations are communicated through:

- ICT and PSHEE lessons
- Tutor discussions
- Assemblies and Chapel talks
- Dedicated sessions for parents and staff

Mobile phones are not permitted for pupils on site; overseas boarders may hand theirs to the **Head of Boarding** for safekeeping.

6. Prejudice-Based Bullying

Bullying related to any **protected characteristic** under the *Equality Act 2010* is taken extremely seriously. These characteristics are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

("Age" and "Marriage and Civil Partnership" do not apply to pupils.)

Through **PSHEE** and wider SMSC education, pupils learn about equality, respect and inclusion, and are encouraged to challenge discrimination in all forms.

7. Pupils with SEND or Disabilities

Children with special educational needs or disabilities (SEND) may be particularly vulnerable. Staff ensure that:

- Supportive communication and calm spaces are available
 - Trusted adults are accessible
 - Befriending or buddy systems are in place
 - Disability equality is promoted throughout the school
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8. Boarding Context

Boarders may face heightened vulnerability as they cannot leave the environment daily. The **Head of Boarding**, in partnership with the **Deputy Head (Pastoral & Wellbeing)**, oversees all pastoral welfare in the boarding community and addresses any incidents sensitively and promptly.

9. Prevention

Brambletye promotes kindness, respect and cooperation under the motto:
“Work Hard, Play Hard and Be Kind.”

Preventative strategies include:

- Proactive PSHEE and tutor-led discussions
- Assemblies, Chapel services and guest talks
- Visible staff supervision during unstructured times
- Open communication channels between pupils and staff
- Regular review of “Child-on-Child Concerns” records

Pupils are explicitly taught that “telling” is not wrong—reporting concerns helps protect themselves and others. Every staff member is trained to respond appropriately to any disclosure.

Information on sources of help (e.g. **Childline**) is displayed around school, and pupils have private access to telephones.

10. Responding to Bullying

Initial Response

Any member of staff receiving a report of bullying must:

1. Listen carefully and reassure the pupil.
2. Record all details factually.
3. Report the concern to the **Tutor, Housemaster/Housemistress, Matron, Head of Boarding, or Deputy Head (Pastoral & Wellbeing)**.

All incidents are investigated promptly and confidentially, ensuring fairness to all parties.

Investigation

- Allegations are substantiated before action is taken.
- Both the victim and alleged bully are interviewed sensitively.
- A “no-blame” approach is used initially to restore relationships and promote understanding.
- Written records are maintained by the **Senior Deputy Head**.

Patterns of concern are monitored via records and periodic pupil questionnaires (e.g. the **Pupil Attitude to Self and School** assessment).

Support and Follow-Up

- The bullied pupil is supported and monitored.
- The perpetrator is helped to understand the impact of their behaviour.
- The **School Counsellor (Mrs Victoria Blincow)** may be involved.
- The **Senior Deputy Head** updates the **Headmaster** and staff as needed.

11. Sanctions and Further Action

Bullying must cease immediately. Repeated or serious incidents will lead to proportionate sanctions, which may include:

- Formal warnings or loss of privileges
- Suspension or, in grave cases, permanent exclusion

Where there is **reasonable cause to suspect significant harm**, the matter is referred to the **Designated Safeguarding Lead (DSL)** and may be treated as a **child protection concern** in line with *KCSIE 2025* and *Working Together 2023*. External agencies may be contacted if required.

Parental involvement is expected and valued in resolving incidents and supporting positive behaviour.

12. Parental Concerns

Parents with concerns about bullying should contact the **Head of Pre-Prep** or **Deputy Head (Pastoral & Wellbeing)** without delay. All concerns will be investigated thoroughly and outcomes shared with parents and the **Headmaster**.

13. Support and Resources for Parents

The following organisations provide guidance and support:

- **Family Lives:** 0808 800 2222 – 24-hour parent helpline
- **Bullying UK:** www.bullying.co.uk
- **Kidscape:** www.kidscape.org.uk
- **NSPCC:** www.nspcc.org.uk
- **Childnet International:** www.childnet.com
- **Contact a Family:** www.contact.org.uk

Parents can also seek advice from their **GP** or **School Nurse** if bullying has affected a child's wellbeing.

14. Staff Training

All staff receive induction training on anti-bullying procedures. The **Headmaster** ensures that refresher training is provided at least every three years, and that all staff are confident in identifying, recording and addressing bullying in accordance with this policy.

15. Monitoring and Review

The **Senior Management Team** monitors bullying incidents and evaluates the effectiveness of this policy through:

- Review of incident records
- Pupil and parent feedback
- Staff reports and training outcomes

This policy is reviewed annually or sooner if statutory guidance changes.

Appendix 1 - Anti-Bullying Questionnaire

Anti-Bullying Questionnaire

Please put your name below unless you would prefer not to.

Name:

About You (Circle the correct answer)

Are you a boy or a girl? Girl Boy

Which Form are you in?

Are you a boarder? Yes No

About the Questionnaire

We would like to know whether you think there is anyone being bullied at Brambletye.

This form will be given to Mr. Elphinstone who will follow up any concerns that you raise. Nothing will happen without you agreeing to it first.

Please remember that bullying is ***Behaviour or language which deliberately and repeatedly causes someone else to be unhappy.***

1. Have you ever been bullied?

Circle the correct answer: Yes No

If you have circled Yes, please answer questions 2-8.

If you circled No please go to question 9.

2. What is the name of the person who bullied you?

3. When did the bullying take place?

4. What happened?

5. Where did this happen?

6. Was there a member of staff around at the time? Yes No

7. Did you tell anyone about what had happened? Yes No

8. Has the bullying stopped? Yes No

9. If you have ever seen anyone else being bullied please tell us about it here.

10. If there are any areas in school where you feel unsafe, please write them below.

KEEP BRAMBLETYE FREE FROM BULLYING!

Appendix 2 - Bullying Notice for Form Rooms



What is Bullying?

Bullying is using words or actions used to hurt someone

Bullying can be physical: for example, pushing, hitting, kicking, pinching, and punching

Bullies tease by saying hurtful things: for example, about a person's size, shape, colour, looks, intelligence, skills, nationality, family

Bullies leave people out of their games

Bullies are unhelpful and do not share

Bullies tell their friends not to be friends with the person who is being bullied

Bullies like having power over other people

Bullies make people give them things

Bullies scare by shouting or threatening.

Bullies can act alone but often have a group of friends.

What should I do if I see someone being bullied?

Support your fellow pupil, even if he or she is not one of your friends. **You know that bullying is wrong.**

Be kind and stick up for them. **You know that bullying is wrong.**

Tell the bully to stop. **You know that bullying is wrong.**

Do not ignore what is going on. Do not just watch. **If you do, that makes you a bully too.**

Tell a member of Staff: **You know that bullying is wrong so telling an adult is not sneaking.**

What do I do if I am being bullied?

Tell a teacher. Tell the Headmaster, Senior Deputy Headmaster, Matrons or Sisters.

Tell someone you trust. Tell your Form Tutor Tell your Personal Tutor

You know that bullying is wrong so telling an adult is not sneaking.

The adult will take you seriously and will help you.

Appendix 3 - Happy Poster

Are you happy?

Yes?

No?

Brilliant **What can you do?**

Please tell....

....any adult or teacher you trust

Form Tutor **Houseparent**
Gaps **Personal Tutor** **Matron**
Sister **Mr. Brooks** **Prefects**
Mrs. Brooks **Mr. Elphinstone**
Housemaster

If there is something worrying you or you have a complaint, don't keep it to yourself. There are plenty of people that you can turn to for help....

Sometimes you might want to talk to someone not mentioned above. If so you could....

- Speak to Sister to make an appointment to see the **School Doctor**
- Phone **Childline 0800 11 11**
- Phone or email the **Children's Commissioner 0800 528 0731**
help.team@childrenscommissioner.gov.uk
www.childrenscommissioner.gov.uk
- Phone the **NSPCC 0808 800 5000**
- Phone our **Independent Person Tarry Oliver-Reynolds 07785 608 121**

NOTE: *There is a phone you can use outside the chapel*