



Anti-Bullying Policy

Aim

Newhaven School aims to create an atmosphere where all students can learn in a supportive, caring and safe environment without fear of being bullied. It is everyone's responsibility to make sure that no one has to live in fear of being hurt, harassed or victimised because of who they are.

Definition

Bullying is 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.

Types of Bullying

Bullying can be:

- Physical: pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal: name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional: isolating others, tormenting, hiding belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual: unwanted physical contact, inappropriate touching, abusive comments, exposure to inappropriate images or films.
- Online/Cyber: posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect: can include the exploitation of individuals.
- Hate Crime: when someone bullies you or commits a crime against you because they perceive you to be different in some way. For example, because of your sexual orientation, gender identity, race, religion or disability. For a hate crime to take place, it does not always have to involve physical harm or violence. If someone is harassing you, using offensive language towards you or posting abusing messages about you online, then this counts as a form of hate crime.

Prejudice Related Language

It is the school's policy to challenge any language used by staff, parents or pupils that may be perceived as 'prejudice related language'. This includes the following areas:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex

Recognising and Reporting Bullying

Students who are being bullied may show changes in behaviour such as: becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting /refusing school. All staff in school will have a raised awareness of "Peer on Peer" abuse through safeguarding and ongoing whole-school training and, as such, will be alert to these significant changes in behaviour.

Students will be educated to have a shared understanding of what is bullying through the PSHE curriculum, tutor time and whole-school events such as assemblies. They will feel safe and supported to report bullying in school.

Students will have regular access to at least one trusted adult in school and can easily request and be given one-to-one time if needed.

Procedures

Parents and carers should report any concerns to the child's form tutor/mentor, Pastoral Manager or SENCO in the first instance. Concerns can be escalated to the Senior Leadership Team or Head Teacher by anyone involved at any point in the process if this is deemed necessary. Newhaven's teaching and non-teaching staff will be alert to the signs of bullying, and act promptly and firmly against it in accordance with school policy.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Pastoral Team or SENCO
- Senior Leadership Team will be informed
- Parents and carers will be kept informed of any next steps, and any adult may escalate the matter to the Senior Leadership Team at any point.

Students who have been bullied will be supported by:

- being offered an immediate opportunity to discuss the experience with a trusted adult in school
- parents and carers being kept informed and having a voice in next steps
- being offered continuous support
- being offered time with specialist adults to help rebuild relationships, self-esteem and confidence

Students who have bullied will be supported to change behaviours by:

- discussing what happened with a trusted adult to discover why the student became involved
- establishing the wrong doing and need to change
- being offered specialist support and strategies to enable them to change behaviours
- school staff working with parents or guardians to support this positive change

Punitive measures will be used as deemed appropriate by the Head Teacher, and in consultation with all parties concerned.

The following disciplinary steps can be taken:

- official warnings to cease the bullying
- missed break or lunch times
- missed reward times or trips out of school
- exclusion from certain areas of school premises
- fixed-term exclusion

Monitoring, evaluation and review

This policy will be reviewed annually and its implementation and effectiveness will be assessed. The policy will be promoted and implemented throughout the school.

Last reviewed June 2022