



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.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at Newhaven.

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist and homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups)

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 from school. Students must be encouraged to report bullying in schools.

Procedures

Newhaven's teaching and non-teaching staff must be alert to the signs of bullying, and act promptly and firmly against it in accordance with school policy. Training will be in place to help them identify and tackle potential bullying, and systems in place to make sure it is reported and dealt with effectively.

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 appropriate adult
- The adult will interview all concerned and will record the incident

- Form tutors will be kept informed and, if it persists, the form tutor will advise the appropriate subject teachers
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Students who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the student
- offering continuous support
- restoring self-esteem and confidence

Students who have bullied will be helped by:

- discussing what happened
- discovering why the student became involved
- establishing the wrongdoing and need to change
- education and support to change behaviours
- involving parents or guardians to help change the attitude of the student

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

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 2024 to be reviewed September 2025