



Anti – Bullying Policy

Newbury School



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Policy statement:

Newbury School endeavours to consistently maintain a safe and supportive environment to which our students feel comfortable to progress and express themselves in positive learning and engagement. Newbury accommodates a zero-tolerance attitude towards bullying in any form. This policy is coherent with the “Preventing and Tackling Bullying: Advice for Head Teachers, Staff and Governing Bodies” (July 2017) and the Education (Independent School Standards) Regulations 2014 paragraph 10 on having an anti-bullying strategy.

This policy has been informed by the following guidelines:

Preventing and Tackling Bullying (DFE, July. 2017)

Cyberbullying: Advice for Head Teachers and School Staff, 2014

Cyber-bullying: Safe to learn: Embedding Anti-Bullying Work in Schools (DCSF 2007)

Cyber-bullying: A Whole School Community Issue (DCSF 2007)

Independent School Standard Regulations 2019

The Equality Act 2010

What is bullying?

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can often be motivated by prejudice against any of the nine protected characteristics specified under the Equality Act 2010. These are age, disability, gender reassignment, marriage or civil partnership, pregnancy & maternity, race, or religion & belief, sex and sexual orientation. A child can also be bullied because of their appearance & personal possessions, interests, academic abilities, their popularity and their level of social skills. In addition, bullying can occur as a result of a child's living situation such as location, being adopted or having caring responsibilities.

Bullying is not tolerated at Newbury School in any form. We continually work to create awareness and culture amongst the staff and students that identifies bullying in its early stages and seeks to eradicate it. This is often done through alert observation and reporting.



Types of bullying

Types of bullying	Definitions
Physical	Use of violence including pushing, kicking, hitting, punching, or throwing objects with the intention of causing harm. Physical bullying may also include 'the look' which is an example of non-verbal bullying with the purpose of intimidation.
Verbal	Name-calling, sarcasm, spreading rumours, teasing with the intention to cause emotional/ psychological harm.
Emotional (Social)	Being unfriendly, excluding, encouraging others to turn against someone, tormenting (eg. hiding books) threatening gestures or words, oral or written, using any medium of communication including social media, damaging social reputation.
Cyber	All areas of the internet, such as email, social media sites & internet chatroom misuse, threats or abuse using mobile technology such as text messaging, other mobile applications or calls.
Racial	Racial taunts, graffiti, gestures towards a particular group, race or ethnicity
Sexual	Unwanted physical contact, innuendos or sexually abusive comments
Sexiest	Degrades or singles an individual out because of their gender
Disablist	A prejudice against people with any form of disability
Homophobic Biophobic, Transphobic (HBT)	Abuse related to sexual orientation and other LGBT issues.

Signs and symptoms of bullying

A student may indicate by signs or behaviour associated with being bullied. Adults (staff, parents, carers) should be able to recognise these possible signs and whether they should investigate if a child:

This list is not exhaustive and if there is a concern, it should be raised with the school at the earliest opportunity.



Signs and Symptoms of Bullying			
Is frightened of walking to or from school	Is reluctant to go on the school/ public bus	Begs to be driven to school	Changes their usual routine
Is unwilling to go to school (school phobic)	Begins to truant	Becomes withdrawn anxious, or lacking in confidence	Exhibits physical signs such as stammering
Attempts or threatens suicide or to run away	Feels ill in the morning, cries at night or has nightmares	Begins to perform poorly in school work	Comes home with clothes torn, soiled or books & property damaged
Unusual demands for money or stealing money (to bribe the bully)	Has dinner or other money continually "lost"	Has unexplained cuts or bruises	Comes home starving (money/ lunch has been stolen)
Becomes aggressive, disruptive or unreasonable	Is bullying other children or siblings	Stops eating	Gives improbable excuses for any of the above
Is afraid to use the internet or mobile phone	Is nervous and jumpy when a cyber-message is received	Is frightened of walking or from school	Becomes withdrawn anxious, or lacking in confidence

Child on Child abuse

Child on Child abuse is the consistent and deliberate actions of a person, group of people, which are designed to hurt the person at whom they are directed. In line with the School's Safeguarding and Child Protection policy and also 'Keeping Children Safe In Education (KCSIE) 2022', we must recognise that children and young people are capable of abusing other children.

Newbury are aware that pupils can abuse other pupils - This is most likely to include but may not be limited to:

- Bullying, including cyberbullying, prejudice-based and discriminatory bullying
- abuse in intimate personal relationships between other children
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; this may include an online element that facilitates, threatens and/or encourages physical abuse
- sexual violence, such as rape, assault by penetration and sexual assault; this may include an online element that facilitates, threatens and/or encourages sexual violence
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse
- causing someone to engage in sexual activity without consent



- consensual and non-consensual sharing of nude and semi-nude images and or videos (also known as sexting)
- 'Upskirting' involves taking a picture under someone's clothing without them knowing; initiation/hazing type violence and rituals.

Bullying outside school premises

Bullying may take place outside school premises and, if this happens, it must be reported to the school who will determine the best course of action and will consider whether to involve/notify law enforcement agencies such as police. If the misbehaviour is of a criminal nature or poses a serious threat to a member of the school or the public, the police should always be informed.

Preventative Procedures

Newbury maintains that the implementation of the following strategies is conducive to reinforcing the anti-bullying policy:

- Promoting equality of opportunity amongst all learners throughout all school activities by taking into account individual needs of each learner
- Fostering good relationships by teaching respect and responsibility for self and others
- Adopting a zero tolerance for discrimination, harassment and victimisation
- Providing information and guidance at induction to ensure that learners know how to proceed if they or someone is bullied within or without the school premises
- Encouraging students to be assertive in an appropriate manner
- Striving to maintain a reasonably predictable, regular routine for everyday life
- Channelling aggression through appropriate measures and early intervention
- Providing robust supervision of pupils throughout all their activities
- Avoiding exposure to violence at the centre, on video or television unless pertinent to lesson content and/ or discussion (which may concern bullying)
- Preventing those instances where aggression results in beneficial outcomes for the aggressor – the consequences of bullying will be in terms of reparation
- Providing appropriate training for all members of staff to be aware of, recognise and prevent bullying in any form

Procedures for tackling bullying

Students can report bullying by: Speaking to their mentors / Key workers, anti-bullying ambassadors, or any other staff member they trust. They can also anonymously complete a 'Point of Concern' form which is located in the reception area. Throughout the academic year, students will be given bullying questionnaires to complete -

Parents/ Carers can report bullying by:

- Calling the school and speaking to the Pastoral Leader or the Head teacher
- Emailing the school



- Coming into the school and speaking to Pastoral Leader or the Head teacher in person

Steps for dealing with bullying 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 and precise account of the incident will be recorded and given to the relevant senior staff (Head teacher/ Pastoral Leader). This record will be kept in the pastoral care file maintained by the Pastoral Leader. The Pastoral Leader will interview all concerned and will record the incident. Staff will be kept informed and, if it persists, the staff will advise the appropriate Senior Leaders. Parents will be kept informed by the relevant staff. Appropriate sanctions, where necessary, will be determined by the Pastoral Leader in consultation with the Head teacher as well as other parties concerned. If necessary and appropriate, police will be consulted/ informed.

Students who have been bullied will be supported by

- Offering an immediate opportunity to discuss the experience with an Anti bullying Ambassador, Peer Mentor or a member of staff of their choice, including the Head teacher or the Pastoral Leader
- All measures will be taken to reassure the pupil
- The school will offer continuous support in order to restore self-esteem and confidence
- Depending on the nature of the incident, further appropriate help and support from organisations such as Mencap, Stonewall, Schools out, EACH etc. will be made available

Pupils who are the perpetrators will be supported by

- Discussing what happened to an Anti bullying Ambassador, Peer Mentor or a member of staff of their choice, including the Head teacher or the Pastoral Leader
- Discovering why the pupil became involved
- Enabling the perpetrator to recognise the wrongdoing and the need to change
- If required, the school will secure appropriate external support for such pupils
- Informing parents or guardians to help change the attitude and behaviour of the student
- Relevant information may be recorded on the perpetrator's file

The following disciplinary steps can be taken

- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Minor: fixed-term suspension
- Major: fixed-term suspension and Permanent exclusion

Recording of Bullying Incidents



- When an incident of bullying has taken place, staff must be prepared to record and report each incident on Behaviour Watch
- In the case of racist bullying or sexual harassment, this must be reported to the Head teacher
- This will also include incidents where staff have had to become involved and speak with students, and/ or where parents have raised concerns regarding bullying
- All incidents of bullying will be discussed with all relevant staff and parent/ carers of the pupils involved, in order that everyone can be vigilant and that further incidents by the same pupil(s) may be prevented from happening in the future
- All serious Incidents of bullying will be discussed with the Governing Body (Safeguarding Governor)

This policy has been written & authorised by:

NAME:	LEWIS MILLER
POSITION:	BEHAVIOUR LEAD
DATE:	JUNE 2022
NEXT REVIEW DATE	JUNE 2023
AUTHORISED BY:	ANTONIQUE WATSON