



Newlands CofE School Federation

A partnership of Shere and Clandon Schools

Anti-Bullying Policy

At the Newlands CE Federation we are committed to providing a caring, friendly, safe and Christian environment for all our pupils so they can learn in an atmosphere of tolerance, mutual respect, and co-operation.

We encourage children to become confident, independent learners who can contribute positively to our school and wider community and who will respect the needs and values of others as they themselves grow up. We think it is important to be kind.

The Newlands Federation is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

In our schools:

- all bullying of any sort is unacceptable.
- pupils who experience bullying, or who are involved with bullying, will be supported.
- families and carers of all children involved will be contacted, involved, and supported while incidents are investigated and dealt with.
- we recognise the effects that bullying can have on pupils' feelings of worth and on their schoolwork, and the school community will actively promote an anti-bullying environment.
- all children will be encouraged to report any concerns about bullying behaviour to their class teacher or to any member of staff that they feel able to confide in and talk to.

We believe that every child has the right:

- to feel safe
- to have friends of their own choice
- to expect all people to be kind and considerate towards them
- to be listened to
- not to have to fight or use physical aggression.
- not to be made fun of
- not to be scared of children or staff
- not to be scared to come to school.

- not be subjected to any forms of violence or intimidation.

This policy outlines what The Newlands CE Federation will do to prevent and tackle all forms of bullying. It is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” and “Sexual violence and sexual harassment between children in schools and colleges” guidance.

Definition of Bullying

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- repeated
- intended to hurt someone, either physically or emotionally.
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

This definition is taken from gov.uk 2023.

Bullying can be motivated by prejudice against a person's protected characteristics, including race, religion or belief, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity.

The school recognises that bullying can take place online and outside school hours. Where online bullying impacts upon the wellbeing, safety or education of a pupil, the school will respond appropriately and work with parents and external agencies where necessary.

Bullying takes many forms and can include:

- emotional bullying such as being unfriendly, excluding, tormenting (hiding belongings, threatening gestures)
- verbal bullying such as name calling, insults, threatening language, offensive remarks,
- indirect bullying such as spreading gossip or malicious stories, excluding someone from social groups.
- being a bystander, for example ignoring the bullying behaviour of others around you.
- physical bullying, for example pushing, hitting, punching, kicking or any use of violence.
- racial bullying such as racial taunts or harassment.
- sexual bullying such as unwanted physical contact or sexually abusive comments, including exploitation.
- homophobic bullying because of, or focusing on, the issue of sexuality.
- cyber bullying via mobile phone or online, for example using chat rooms, social networking, instant messaging or email.
- faith-based bullying such as using insulting or derogatory names for another group because of their differing religious beliefs (including when due to radicalisation).

It may also be:

- The same person or group always leaving someone out.

- Making threats of violence against someone else.
- Damaging or hiding someone else's belongings.
- Attempting to force someone to do something they do not want to.
- Demanding money/goods with threats.

Preventing Bullying:

The school uses the following strategies to help prevent incidents of bullying:

- PSHE curriculum
- Online safety education
- Assemblies
- Collective worship
- Positive behaviour curriculum
- Staff supervision
- Pupil voice
- Emotion coaching

Responding to incidents:

All reports will be taken seriously and in the first instance will be followed up by the class teacher. Safeguarding is a priority for all staff; regular training reminds every one of the need for professional curiosity and to have a belief that "it could and sometimes does happen here". Children will be reassured that they do not deserve to be bullied and that it is not acceptable. If the class teacher feels it is necessary to do so, and it is clear that bullying has taken place, the class teacher will seek support from a member of the senior leadership team.

All confirmed bullying incidents will be recorded on CPOMS and monitored by senior leaders to identify patterns and trends.

The school will:

- support the child by assuring them that it was right to report the incident and encouraging them to talk about how they feel.
- try to ascertain the extent of the problem.
- engage the child in making choices about how the matter might be resolved.
- help the child to feel safe and discuss strategies for being safe and staying safe.
- ask them to report any further incidents.
- affirm that bullying can be stopped, and we will persist with intervention until it does.
- involve their friends and older pupils in peer support if appropriate.

Our next steps will include:

- interviewing the pupil or pupils involved in bullying separately.
- listening to everyone's version of events.
- talking to anyone else who may have witnessed the bullying, including other children and members of staff.

- reinforcing the message that bullying is not acceptable and that we expect the bullying to stop this could be individually, with a group of children or with the whole school.
- consider sanctions under our school's Behaviour Policy and Suspensions and Permanent Exclusions Policy.
- In serious cases, keeping a record of our actions on CPOMS.
- following up after incidents to check that the bullying has not started again.
- working with all pupils involved to ascertain the sort of support that they might need.
- using age-appropriate strategies to prevent further bullying, calling upon ELSA involvement if appropriate.
- informing the parents or carers of all the children involved.

Further possible steps may be taken, including:

- an official warning may be issued to a child to stop offending.
- an exclusion from the school playground at breaktimes and lunchtimes may be implemented.
- in extreme circumstances, a child may be escorted to and from the playground.
- if a child does not stop bullying, suspension from the classroom / internal suspension may be used in accordance with the Behaviour Policy.

Where there is no obvious alteration in behaviour the school will seek further professional advice.

Parents and Carers:

If you or your child have concerns about bullying or feel that someone is being bullied, please inform the school via the class teacher or senior leader immediately.

Review:

The Governing Body first adopted this policy in September 2023. It will be reviewed biennially as necessary.

The Safeguarding Committee is responsible for the review of this policy.

This policy is based on a template from the Key for School Leaders.

Date of last review: Summer 2026

Date for next review: Summer 2028