

NEWLANDS GIRLS' SCHOOL

POLICY DOCUMENT



Anti-Bullying Policy

LAST UPDATED	(by) Resources Committee	September 2025
LAST REVIEWED	Headteacher and student representatives	February 2024

POLICY TYPE	Voluntary
REVIEW DATE	Every 3 Years – September 2028

RESPONSIBLE		
Leadership Team	Pastoral Deputy Headteacher	
Governing Committee	Resources Committee	
APPROVED:	Approved by:	Full Governing Body Meeting
	Meeting Date	22 nd September 2025

COURAGE COMMITMENT COMPASSION

NEWLANDS GIRLS' SCHOOL

Vision

Our vision is to build an ambitious and caring community of people who eagerly contribute to every aspect of school life, whilst instilling the ethos that there are no limits to what can be achieved.

This is underpinned by our values: **The 3Cs**

Courage

Commitment

Compassion

which feeds into our **core purpose**:

We aim to provide a dynamic, rigorous, single sex education fit for the young people in our school. We will offer a rich curriculum which develops character and thrives on aspiration, respect and positive relationships. Our core purpose is to equip our students for life beyond school, preparing them with confidence and enthusiasm for the next steps in their journey.

GOVERNORS' POLICY ON ANTI-BULLYING

The aim of the Anti-Bullying Policy is to ensure that all pupils learn in a supportive, caring and safe environment, without fear of bullying.

Unkindness, one off instances of poor behaviour and friendship issues will not be tolerated and will be dealt with by Heads of Year and when appropriate, our Behaviour Policy, but incidents such as these are not classed as bullying.

For the purpose of this policy, "bullying" is defined as **persistent behaviour** by an individual or group with the intention of verbally, physically, or emotionally harming another person or group. Bullying is generally characterised by:

- **Repetition:** Incidents are not one-offs; they are frequent and happen over an extended period of time.
- **Intent:** The perpetrator means to cause verbal, physical or emotional harm; it is not accidental.
- **Targeting:** Bullying is generally targeted at a specific individual or group.
- **Power imbalance:** Whether real or perceived, bullying is generally based on unequal power relations.

Vulnerable pupils are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves. Vulnerable pupils may include, but are not limited to:

- Pupils who are adopted.
- Pupils suffering from a health problem.
- Pupils with caring responsibilities.
- Pupils from socioeconomically disadvantaged backgrounds.

Pupils with certain characteristics are also more likely to be targets of bullying, including, but not limited to:

- Pupils who are LGBTQ+,
- or perceived to be LGBTQ+.
- Black, Asian and minority ethnic (BAME) pupils.
- Pupils with SEND.

Bullying behaviour may involve any of the following:

- racist, sexist or homophobic behaviour
- physical violence and threats
- verbal assaults and taunts
- the destruction of property
- withdrawing of friendship and/or isolation
- malicious gossip
- sexual harassment
- Online bullying/abuse via social media platforms

As in any community, there is always a possibility that some form of bullying may occur. The School does its utmost to encourage an ethos where bullying is acknowledged as totally wrong and the reporting of bullying is viewed as the correct and responsible action to take. No individual should have to suffer any form of intimidation, and bullying has no place at Newlands Girls' School. We acknowledge our responsibility to protect all individuals in the School and to act promptly if any cases of bullying are discovered.

PUPILS' RESPONSE TO BULLYING

A pupil who is being bullied should always tell someone. Pupils are advised that bullying will rarely go away of its own accord; they are reassured that the situation will not be made worse by reporting it and are commended for taking positive action in telling a teacher.

The guidelines given to pupils are as follows:

- be proud of who you are; it is good to be individual

- tell yourself that you do not deserve to be bullied, bullying is wrong
- try not to show that you are upset; it is hard, but a bully often thrives on someone's fear
- be assertive; walk away confidently and go straight to a member of staff or a Prefect
- if you feel unsafe in any way, stay with a group of people and seek advice and support from a teacher or senior student immediately
- If a pupil knows that someone else is being bullied, they are expected to take some action. Doing nothing may be interpreted as being on the side of the bully and could make the victim feel even more unhappy and isolated.

Appropriate action might include some of the following:

- speaking out at the time – telling a teacher or an older student
- speaking sympathetically to the victim at a suitable moment and offering support
- telling a teacher later what has been seen or heard.

GUIDANCE TO STAFF

- Make the individual (pupil/parent) feel at ease and supported.
- Give them time to explain the situation. Listen carefully.
- Make notes on the nature of the incident. Be sure to repeat detail or question specifics in order to gain a full knowledge of the incident. Dates, times and nature of the incidents are significant details to be ascertained. Copies of all records of bullying must be logged by Heads of Year in our Bullying Log.
- Establish whether there are other pupils who can corroborate the account given and who may be able to act as witnesses. Establish if there may have been any provocation on the part of the victim. **Always involve the Tutor and Head of Year.**
- Do not make any immediate judgement. Do not offer an opinion on either the detail or the individuals who may be named as being the bullies.
- The professional response must come only after impartial investigation of the incident.
- Make it clear that the problem will be treated seriously; reassure the individual that you will investigate the incident as a matter of urgency.
- Indicate some time-scale by which you will make the next contact with the individual. It may be that it is passed to the HOY to investigate.
- In response to issues raised by parents, if you have not made the progress you had hoped or the investigation is more complex than you had initially presumed for instance, make contact and update them on the position. The HOY is likely to be involved.

- Pass all information, **on the same day**, to the Head of Year.

The Head of Year will liaise with parents and keep them informed of actions being taken and the eventual resolution of the incident unless it has been dealt with directly by a Deputy Head. Consequences or sanctions involving other students will not be discussed with parents, but all matters will be taken seriously and dealt with accordingly.

PARENTS/CARERS RESPONSE TO BULLYING

Parents/Carers can help by:

- Regularly encouraging their daughter to talk about their day and asking questions as appropriate.
- Being sensitive to any unusual behaviour in their child such as a reluctance to attend school, feeling ill regularly or not completing work to their normal standard.
- Informing their daughter's Form Tutor or Head of Year immediately if they feel their child may be a victim of bullying. We want to know as soon as possible, even if it does turn out to be a false alarm.
- Giving reassurance to their child if they are being bullied e.g. by telling them that they are in the wrong and encouraging them to ask for help.

As a school, we view any form of bullying as very serious. Bullying in all forms is unacceptable and will not be tolerated in our school community. We take active steps to make this explicit in the following ways:

- Through the ethos of the school.
- Through our Anti-Bullying Strategy Group and Anti-Bullying Champions who are made up of students in Years 7-13.
- We have signed up to the Bullying Charter of Action signed by the Head, Chair of Governors and the Head Girls. Each year all students in Years 7 to 11 are asked to also sign the Charter during Anti-Bullying week. The signed charters are then displayed in form rooms.
- A scheduled programme of events is run during Anti-Bullying week each November, and events across the year to foster a sense of belonging.
- We encourage all students to talk to a teacher if they believe they have been bullied or they see or hear bullying taking place. Our 'Speak Up' campaign reinforces all types of unacceptable behaviour, and the Pastoral Programme has a strong focus on positive relationships.

- The Equalities Objectives Statement is our stated commitment to all our school community and was drawn up in consultation with staff, pupils, governors and parents.
- Awareness and the respect for others underpin our Vision, Values and Core Purpose, which were drawn up in consultation with all staff and Governors of the school.
- Different cultures are celebrated through Thought for the Week, the curriculum, pastoral activities, whole school initiatives and extra-curricular events, such as our Culture and Diversity Day.
- Within the curriculum the school raises awareness of the nature of bullying through inclusion in PSHE, form time, assemblies and subject areas.
- Attainment and progress are regularly monitored to close and gaps and action taken to raise achievement of all pupils.
- Staff and students are trained in Safeguarding and the signs of abuse or harassment. Where to get help is signposted.
- Support and counselling are made available for a student who is the target of abuse or harassment and for those responsible for causing it.
- Regular monitoring of reported incidents takes place. The school maintains a log which is updated to include actions and outcomes of any incidents. We have also introduced a Respectful Relationships' Contract.
- We recognise that online bullying/use of social media to cause harm happens, and we work within school and with the appropriate external agencies to make sure that the opportunities for bullying online are minimised in school. We have strict policies around the use of mobile phones.

Dealing with Incidents of Bullying

- All reported incidents are investigated thoroughly at the appropriate level, and findings circulated and logged. The student(s) alleged to be bullying and the alleged victim(s) are given the opportunity to make written statements, which are circulated to the appropriate staff and then copied and kept on file. An investigation then takes place.
- Action is taken to support the student who was the target of abuse or harassment.
- Action is taken in relation to the person/persons who have been responsible for abuse or harassment.

- Parents/carers of all students involved are informed of the incident as soon as possible and are offered support and guidance as appropriate.
- Students placed on a Respectful Relationships Contract if relevant.

Students who have been bullied will be supported through:

- opportunities to discuss the experience with a member of staff
- reassurance
- the offer of continuous support
- Working with the SFC (Student Focus Centre) and Wellbeing Practitioners if appropriate
- restoring self-esteem and confidence
- Restorative conversations
- Safe spaces offered at school

Students who have bullied will be helped by:

- discussing what happened, why it happened and how to try and prevent a similar incident happening in the future
- discovering why they became involved
- establishing the wrong doing and need for change
- school informing parents or carers to help change the attitude of the student

The following disciplinary steps can be taken:

- official warnings to cease bullying behaviour
- loss of online access within school
- detention
- exclusion from certain areas of school premises
- Internal Intervention
- Fixed-term suspension
- Permanent exclusion

Links to other policies:

- Behaviour Policy
- Safeguarding Policy