



NEWBOLD SCHOOL ANTI-BULLYING POLICY

Date of this review: September, 2026, by Mrs J Crissey (Headteacher) & Mrs M Jennings (Deputy Headteacher)

Ratified by Newbold School Board of Governors, Autumn term, 2026

Next review: September 2029.

Definition of Bullying

There is no legal definition of bullying; however, the Department for Education defines it as behaviour that is repeated, intentional, and intended to cause harm to an individual or group.

The school recognises that bullying may be linked to protected characteristics under the Equality Act 2010, including disability, race, religion or belief, sex, and sexual orientation.

Bullying can take many forms, including:

- Physical assault
- Teasing and name-calling
- Threats and intimidation
- Social exclusion
- Cyberbullying (via mobile phones, email, social media or online platforms)

Guidance for Staff

- All staff must be familiar with the Anti-Bullying Policy
- Bullying behaviour, including sexist, racist or homophobic incidents, must be challenged immediately
- All incidents must be reported and recorded, including those that may appear isolated
- Incidents must be addressed promptly, fairly and consistently
- Pupils involved must be given the opportunity to share their account individually
- Staff should consider whether the behaviour involves individuals or groups
- Staff must not ignore or walk past incidents
- All actions must follow the school's Behaviour Policy
- Implementation of the policy should be reviewed regularly by staff

Possible Signs of Bullying

Parents and staff should be alert to changes in a child's behaviour. Indicators may include:

- Reluctance to attend school

- Changes in academic performance
- Withdrawal, anxiety or distress
- Unexplained injuries
- Missing or damaged belongings
- Requests for money or unexplained loss of money
- Refusal to discuss concerns

Any concerns should be reported to the class teacher in the first instance.

Guidance for Parents

No child should experience bullying. The school works to support both:

- Pupils who experience bullying
- Pupils displaying bullying behaviour

Parents are encouraged to:

- Report concerns promptly
- Share specific information (dates, times, individuals involved)
- Work in partnership with the school
- Keep records of incidents
- Maintain communication with staff

If Your Child is Experiencing Bullying

- Reassure your child and listen carefully
- Encourage them to report incidents to a trusted adult
- Avoid agreeing to keep concerns a secret
- Support your child in expressing their feelings
- Work with the school to resolve the situation

If Your Child is Displaying Bullying Behaviour

- Make clear that the behaviour is unacceptable
- Support your child in understanding the impact of their actions
- Encourage positive ways of resolving conflict
- Work with the school to address underlying causes

Responding to Bullying Incidents

- All incidents are taken seriously and investigated promptly
- Pupils involved are spoken to separately
- A clear record is kept of all incidents and actions

- Parents/carers are informed where appropriate
- Appropriate actions are taken in line with the Behaviour Policy
- Ongoing support is provided to all pupils involved

Preventative Measures

The school promotes a culture of respect and inclusion by:

- Encouraging open discussion about behaviour
- Teaching pupils how to report concerns
- Promoting responsibility for the safety of others
- Ensuring appropriate supervision
- Embedding clear expectations for behaviour

Support for Pupils

Pupils who experience bullying will:

- Be listened to and supported
- Be reassured that concerns are taken seriously
- Receive appropriate pastoral support

Pupils displaying bullying behaviour will:

- Be supported to understand and change their behaviour
- Be helped to address any underlying needs
- Be monitored and supported over time

This policy may be updated sooner in response to changes in legislation, guidance, or school need.

ANTI – BULLYING CONTRACT

At Newbold School, we acknowledge that no school is free of bullying all of the time. We as a school will strive to create an environment that is happy and supportive of all our pupils and staff.

In order to have the full commitment of every member of our community for our anti-bullying policy we will ask everyone to sign this contract. This will help to ensure that bullying is kept to a minimum, if not eradicated altogether.

Pupils promise to:

Support the aims of the school by reporting all incidents of bullying whether directed towards them or someone else.

Parents / Carers undertake to:

Support the aims of the school by watching for signs of bullying and communicate these to the school.

Staff undertake to:

Investigate all reported or observed incidents and take the appropriate actions.

Pupil's Name: _____

Pupil's Signature: _____ Date: _____

Parent's / Carer's Name: _____

Parent's / Career's Signature: _____ Date: _____

Teacher's Name: _____

Teacher's signature: _____ Date: _____