

NEWTON INTERNATIONAL ACADEMY LUSAIL

<https://newtonschoools.sch.qa/campuses/newton-international-academy-lusail/>

An International community of learners striving for excellence and celebrating success



Newton International Academy Lusail

Anti-Bullying Policy

2026 - 2027



Last Review: August 2026

Next Review: June 2027

Reviewer: Policy Committee

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Anti-Bullying Policy

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VISION

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MISSION

We aim to provide the highest quality of education possible for our pupils of all abilities. In doing so, we aim to positively encourage each pupil to achieve academic excellence, enjoy creative diversity, develop critical thinking skills, and become lifelong learners and responsible citizens.

To achieve this, we will provide a diverse education in a safe, supportive environment that promotes self-discipline and motivation. We will provide and maintain a calm, trusting, and caring atmosphere where teaching and learning are meaningful and purposeful. We will work in partnership with our staff, pupils, parents, and the wider community to achieve our vision.

AIM

The aim of this policy is to prevent and address bullying in all its forms and to ensure that NIA Lusail provides a safe, inclusive and respectful environment in which all pupils feel valued and supported.

The policy aims to:

- Establish a shared understanding of what constitutes bullying and the different forms it may take.
- Promote a whole school culture in which bullying is recognised, reported and addressed consistently.
- Ensure that pupils, staff and parents understand how to report concerns about bullying and how the school will respond.
- Provide appropriate support for pupils experiencing bullying and for pupils responsible for bullying behaviour.
- Promote respect, empathy, responsibility and positive relationships across the school community.
- Ensure that bullying concerns are appropriately recorded, followed up and monitored.

RATIONALE

Bullying in any form is unacceptable at NIA Lusail. Bullying can negatively affect a pupil's safety, wellbeing, academic progress, relationships and sense of belonging. The school is committed to creating an environment in which pupils feel safe, respected and confident to report concerns.

Preventing and responding to bullying is a shared responsibility across the school community. Staff, pupils and parents have an important role in promoting positive relationships, identifying concerns early and ensuring that bullying behaviour is addressed consistently and appropriately.

The school recognises that bullying may occur in person or online and may take place within or beyond the school environment where it affects the safety, wellbeing or school experience of a pupil.

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DEFINITION OF BULLYING

Bullying is behaviour by an individual or group that intentionally causes physical or emotional harm, fear, intimidation, humiliation or distress to another pupil. It may be repeated over time or form part of a pattern of behaviour and often involves an imbalance of power, whether actual or perceived.

Bullying may be direct or indirect and may occur face to face or through digital communication. It can include:

- Verbal bullying, such as name calling, mocking, threatening, insulting or spreading harmful rumours.
- Physical bullying, such as hitting, pushing, kicking, damaging belongings or other forms of physical intimidation.
- Social or relational bullying, such as deliberate exclusion, manipulation, humiliation or encouraging others to isolate a pupil.
- Cyberbullying, including hurtful, threatening or humiliating messages, images, videos, posts or other online content.
- Prejudice based or discriminatory bullying directed towards a pupil because of, or perceived to be because of, their individual characteristics, background, identity or needs.

Bullying is different from an isolated disagreement, friendship difficulty or one off incident between pupils.

However, any incident involving aggression, discrimination, intimidation or harmful behaviour will still be taken seriously and addressed through the appropriate school procedures, even where it does not meet the definition of bullying.

RAISING AWARENESS AND PREVENTING BULLYING

NIA Lusail takes a whole school approach to preventing bullying by promoting positive relationships, respect, empathy and responsible behaviour across the school community.

Pupils will learn about bullying, its impact and how to seek help through:

- Assemblies and tutor time.
- Character Education and P4C activities.
- Online safety and digital citizenship education.
- Age-appropriate discussions and learning opportunities across the curriculum.
- School initiatives and activities that promote kindness, respect, inclusion and positive relationships.

Staff will reinforce expectations consistently and remain alert to changes in behaviour, relationships or wellbeing that may indicate that a pupil is experiencing bullying. Appropriate supervision will be maintained in areas and at times where pupils may be more vulnerable to bullying, including during breaks, transitions and other less structured periods.

Pupils will be encouraged to speak to a trusted adult if they experience or witness bullying and to understand the importance of reporting concerns rather than ignoring or encouraging harmful behaviour.

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ROLES AND RESPONSIBILITIES

Preventing and responding to bullying is a shared responsibility across the school community.

Staff are responsible for:

- Promoting respectful behaviour and positive relationships.
- Remaining alert to signs that a pupil may be experiencing or involved in bullying.
- Taking all reports and concerns about bullying seriously and responding promptly.
- Reporting bullying concerns through the appropriate school procedures.
- Recording relevant information accurately and supporting appropriate follow-up.

The Senior Leadership Team and relevant pastoral leaders are responsible for:

- Ensuring that reported bullying concerns are appropriately reviewed, recorded and followed up.
- Coordinating appropriate support and interventions for the pupils involved.
- Ensuring that parents are involved and informed where appropriate.
- Monitoring patterns or repeated concerns and taking further action where necessary.
- Supporting staff in responding consistently to bullying.

Pupils are encouraged to report bullying that they experience or witness and to contribute to a school culture based on respect, kindness and inclusion.

Parents are encouraged to raise concerns promptly with the school and to work collaboratively with staff to support appropriate resolution and follow up.

STAFF TRAINING AND AWARENESS

All staff have a responsibility to understand how to recognise, prevent and respond appropriately to bullying.

The school will ensure that anti bullying expectations are included within relevant staff training and professional development.

This will support staff to:

- Recognise different forms of bullying and indicators that a pupil may be experiencing bullying.
- Understand the difference between bullying, conflict and other forms of inappropriate behaviour.
- Respond appropriately when bullying is witnessed, disclosed or reported.
- Understand the school's procedures for reporting, recording and following up concerns.
- Recognise prejudice based and discriminatory bullying and respond sensitively to the individual needs and circumstances of pupils.
- Understand when a bullying concern may also constitute a safeguarding concern and must be addressed in accordance with the Safeguarding and Child Protection Policy.

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REPORTING BULLYING

Any pupil, parent or member of staff may report a concern about bullying. All reports will be taken seriously and responded to appropriately.

Pupils may report bullying to any trusted member of staff, including their class teacher, tutor, pastoral leader, Head of School, Counsellor or another member of the Senior Leadership Team. Pupils may report concerns about bullying that they have experienced themselves or witnessed involving another pupil.

Parents should report concerns to the pupil's class teacher, tutor, pastoral leader or Head of School. Concerns may be raised in person or through the school's established communication channels.

Staff who witness bullying or receive a report of bullying must:

- Listen carefully and respond calmly and sensitively.
- Reassure the pupil that the concern will be taken seriously.
- Take appropriate immediate action where necessary to ensure the safety and wellbeing of the pupils involved.
- Record and report the concern through the school's established procedures.
- Refer any concern that may constitute a safeguarding matter in accordance with the Safeguarding and Child Protection Policy.

No pupil should be discouraged from reporting a concern because they are uncertain whether the behaviour meets the definition of bullying.

RESPONDING TO, RECORDING AND FOLLOWING UP BULLYING

All reported or suspected incidents of bullying must be addressed promptly, fairly and proportionately. The response should consider the nature, frequency and seriousness of the behaviour, the needs of the pupils involved and any previous concerns.

When responding to a bullying concern, the appropriate staff member or school leader will:

- Establish the relevant facts by speaking separately with the pupils involved and, where appropriate, witnesses.
- Ensure that the views of the pupils involved are heard and appropriately recorded.
- Record the incident and actions taken through the school's established recording system.
- Consider whether the behaviour constitutes bullying, another behaviour concern or a safeguarding matter requiring further action.
- Inform and involve parents where appropriate.
- Determine appropriate support, intervention and consequences in accordance with this policy and the school's Behaviour Policy.

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- Monitor the situation following the incident and check that the bullying has stopped and that the pupils involved feel appropriately supported.
- Record any further incidents or concerns and escalate the response where bullying continues or becomes more serious.

Where patterns of bullying are identified, school leaders will consider whether additional individual, group or whole school intervention is required.

CONSEQUENCES FOR BULLYING

Bullying behaviour will be addressed consistently and proportionately in accordance with the school's Behaviour Policy. The response will take account of the nature, seriousness and frequency of the behaviour, the impact on the pupil experiencing bullying and any previous incidents or interventions.

Consequences may include:

- Restorative or reflective interventions where appropriate.
- Behaviour monitoring, including placement on a formal report where appropriate.
- Loss of privileges or other appropriate consequences in accordance with the Behaviour Policy.
- Referral to the relevant pastoral or senior leader.
- Internal suspension or external suspension for serious or repeated incidents.
- Further action in cases of persistent or particularly serious bullying, in accordance with the Behaviour Policy and applicable school and Newton Group procedures.

Bullying involving violence, threats, discrimination or significant harm will be treated seriously and may also require action under the Safeguarding and Child Protection Policy.

SUPPORT FOR PUPILS INVOLVED IN BULLYING

NIA Lusail recognises that appropriate support is important for all pupils involved in bullying. Support will be responsive to the individual circumstances and needs of the pupils concerned.

Pupils experiencing bullying may be supported through:

- Regular check-ins with an appropriate member of staff.
- Pastoral support and access to the school Counsellor where appropriate.
- Reassurance and agreed measures to help the pupil feel safe and supported in school.
- Support in rebuilding confidence, relationships and a sense of belonging.
- Ongoing monitoring to ensure that the bullying has stopped and that no further concerns arise.

Pupils responsible for bullying behaviour will also receive appropriate support to help them:

- Understand the impact and consequences of their behaviour.
- Take responsibility for their actions.

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- Develop more appropriate ways of managing relationships, conflict and behaviour.
- Access pastoral or counselling support where appropriate.
- Make positive changes and reduce the likelihood of the behaviour being repeated.

Restorative approaches may be used where appropriate, but only where they are suitable for the circumstances and the needs and wellbeing of the pupils involved.

PARENTAL INVOLVEMENT

Parents play an important role in preventing and responding to bullying. NIA Lusail will work in partnership with parents to support pupils and address concerns appropriately.

The school will:

- Communicate its expectations regarding respectful behaviour and bullying to parents.
- Encourage parents to report concerns promptly through the school's established communication channels.
- Inform and involve parents where their child is involved in a confirmed or significant bullying concern, as appropriate to the circumstances.
- Provide parents with relevant information regarding the school's response, while respecting the confidentiality of other pupils.
- Work collaboratively with parents to support agreed interventions, behaviour expectations and follow up.
- Encourage parents to inform the school of any further concerns or repeated behaviour following an incident.

BULLYING RELATED TO INDIVIDUAL CHARACTERISTICS AND ADDITIONAL NEEDS

NIA Lusail recognises that bullying may be directed towards a pupil because of, or perceived to be because of, their individual characteristics, background, identity or additional needs. Such bullying will be taken seriously and addressed promptly.

This may include bullying related to:

- Race, nationality, ethnicity, culture or language.
- Religion or belief.
- Sex or gender.
- Disability, SEND or additional learning needs.
- Appearance, health needs or personal circumstances.
- Any other characteristic or difference used as a basis for prejudice, discrimination, exclusion or harassment.

The school recognises that some pupils, including pupils with SEND, may be more vulnerable to bullying or may experience additional barriers in recognising, communicating or reporting what has happened. Appropriate adjustments and support will therefore be provided according to the individual needs of the pupil.

Where bullying is discriminatory, persistent or raises concerns regarding a pupil's safety or welfare, the matter will be addressed through the appropriate behaviour and safeguarding procedures.

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CYBERBULLYING AND ONLINE BEHAVIOUR

Cyberbullying is treated with the same seriousness as bullying that occurs in person. It may take place through social media, messaging platforms, online games, email or other digital services and may occur during or outside school hours.

The school will:

- Educate pupils about respectful and responsible online behaviour through online safety and digital citizenship education.
- Encourage pupils to report harmful or intimidating online behaviour to a trusted adult.
- Respond to cyberbullying where it affects the safety, wellbeing, relationships or school experience of a pupil.
- Encourage pupils to preserve relevant evidence of cyberbullying and not respond to or redistribute harmful content.
- Involve parents where appropriate in addressing online concerns.
- Apply appropriate behaviour or safeguarding procedures according to the nature and seriousness of the concern.

MONITORING AND REVIEW

The school will monitor bullying concerns and incidents to identify patterns, recurring concerns and areas where further preventative action or support may be required.

The Senior Leadership Team and relevant pastoral leaders will review available information, including recorded incidents and feedback from pupils, staff and parents, where appropriate.

This information will be used to:

- Identify patterns in the nature, location or frequency of bullying.
- Evaluate the effectiveness of preventative measures and interventions.
- Identify pupils or groups who may require additional support.
- Inform relevant staff training, pupil education and whole school initiatives.
- Consider whether changes to school practice or this policy are required.

This policy will be reviewed as part of the school's established policy review cycle and updated where necessary to reflect identified needs, changes in school procedures and applicable requirements.

LINKS TO OTHER POLICIES

This policy should be read alongside the following NIA Lusail policies and procedures:

- Safeguarding and Child Protection Policy.
- Behaviour Policy.
- Online Safety Policy.
- SEND Policy.
- Staff Code of Conduct.

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