Newton International Academy, Barwa

Anti-Bullying Policy

An International Community of Learners, Striving for Excellence and Celebrating Success

Approved by: Senoir Management Team
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Next Review Date: September 2027
Review Cycle: Annual

NEWTON INTERNATIONAL ACADEMY | BARWA

Vision

An international community of learners striving for excellence and celebrating success.
Mission
We aim to provide the highest quality of education possible for our students of all abilities. In doing so, we aim to positively encourage each student 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 developed. We will work in partnership with our staff, students, 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, ensuring that Newton International Academy Barwa is a safe and inclusive environment for all students. This policy outlines our commitment to fostering a culture of respect, empathy, and responsibility within our school community.

Rationale

Bullying is an unacceptable form of behaviour at Newton International Academy. It disrupts the educational experience of students and affects the wellbeing of parents and staff. As a school community, we must ensure that our school is a safe and secure environment for every individual student. This policy is designed to raise awareness, establish clear procedures for addressing bullying, and monitor its prevalence within the school.

Newton Group Values:

Definition of Bullying

Bullying is defined as any behaviour that causes hurt through words or actions. Students at Newton International Academy define bullying as:

- **Being cruel:** Ganging up on someone, calling names, teasing, sending hurtful messages through email or text, or posting harmful messages online.
- **Threatening behaviour:** Pushing, hitting, actions that cause distress, throwing objects, or making someone feel uncomfortable.
- **Making life miserable:** Wanting to control someone, showing no respect, stealing, and intimidation.

Bullying can be carried out by an individual or a group and can occur anywhere in the school, including the playground, canteen, corridors, classrooms, toilets, and on school buses. It is an attack on an individual and a denial of their human rights. Bullying, regardless of the language used, will be treated equally.

Raising Awareness of Bullying

To combat bullying effectively, it is essential to raise awareness within the Newton International Academy community:

- Every student will receive a self-help “Beat the Bully” card.
- The Student Council will conduct surveys to assess the extent of bullying both in school and on buses.
- The student definition of bullying will be reviewed annually and displayed prominently throughout the school.
- Each student and parent will receive a copy of the school policy.
- All teaching and support staff will be familiar with the policy.
- Personal, Social, and Health Education (PSHE) lessons and school assemblies will promote Newton International Academy as a place where bullying is not tolerated.

Roles and Responsibilities

- **Pastoral teams:** Members of the Pastoral teams and SMT will be responsible for overseeing anti-bullying initiatives, training, and policy implementation. These staff will serve as a point of contact for students, parents, and staff regarding bullying concerns.
- **Student Leadership:** Members of the student council and prefects to promote awareness and provide support to peers.

Training and Professional Development

- **Staff Training:** Specific training sessions will be provided for all staff on identifying, preventing, and responding to bullying, including training on cultural sensitivity and inclusivity.
- **Student Workshops:** Regular workshops will be implemented for students that focus on empathy, conflict resolution, and bystander intervention strategies.

Commitment to a Safe Environment

The policy emphasises a safe and inclusive environment and outlines the school's commitment to preventing bullying.

Reporting Mechanisms

- **Anonymous Reporting:** A mechanism for anonymous reporting of bullying incidents will be established, allowing students to report concerns without fear of retaliation (e.g., a digital platform or a physical drop box).
- **Clear Reporting Procedures:** A step-by-step guide will be provided on how students and parents can report bullying, ensuring clarity on the process and expected timelines for responses.

Support Services

- **Counselling Services:** The school will provide access to counselling services for both victims and perpetrators of bullying, emphasising the importance of emotional support and rehabilitation.
- **External Resources:** Information about external support services or helplines will be made available to students and parents for additional help.

Parental Involvement

- **Parent Workshops:** School policies and procedures are available on the school website and are also emailed to parents regularly.
- **Regular Communication:** A system for regular communication with parents regarding anti-bullying initiatives, survey results, and updates on any incidents will be established.

Evaluation and Impact Assessment

- **Annual Review:** The policy will be reviewed annually for effectiveness, using data from surveys, incident reports, and feedback from students, parents, and staff.
- **Success Indicators:** Clear success indicators will be defined to measure the effectiveness of anti-bullying initiatives, such as reductions in reported incidents, improved student wellbeing scores, or increased student engagement in anti-bullying activities.

Cultural Sensitivity and Inclusivity

- **Cultural Awareness:** Training and discussions around cultural sensitivity will be incorporated to address bullying that may arise from cultural misunderstandings or biases.
- **Diversity and Inclusion**: The importance of diversity and inclusion will be emphasised in all anti-bullying efforts, ensuring that all students feel represented and valued within the school community.

Digital Citizenship

- **Cyberbullying:** Specific guidelines and strategies for addressing cyberbullying will be included, educating students about responsible online behaviour and the consequences of online harassment.
- **Digital Literacy Programmes:** Programmes will be implemented that teach students about digital citizenship, online safety, and the impact of their online actions.

Recognition and Rewards

- **Positive Reinforcement:** A system for recognising and rewarding positive behaviour and contributions to anti-bullying efforts will be established, such as student-led initiatives or acts of kindness.

Collaboration with Local Authorities

- **Community Partnerships:** Partnerships with local organisations, law enforcement, and mental health services will be built to create a comprehensive approach to preventing and addressing bullying.

Process for Preventing and Addressing Bullying

To prevent bullying at Newton International Academy:

- Everyone in the school community must understand what bullying is and the consequences of engaging in such behaviour.
- All staff will take complaints seriously, regardless of how trivial they may seem.
- Students will have opportunities to participate in programmes that promote self-esteem and resilience.
- Active supervision will be maintained throughout the school day, particularly during lunchtime.

When a Student Reports Bullying:

All staff should:

1. Address the issue immediately and inform Senior Management.
2. Focus on the feelings of the victim.
3. Collect information about the incident from both parties and witnesses if necessary.
4. With the consent of both parties, arrange a meeting to resolve the issue.
5. Inform both sets of parents and invite them to the school if necessary.
6. Monitor students regularly and provide opportunities for them to express their feelings.

Consequences for Bullying

Bullying behaviour will result in the following actions:

- Being placed on formal report and appearing before the School Disciplinary Committee.
- Suspension for repeated bullying behaviour or any form of physical violence.
- More than three serious complaints may lead to expulsion.
- Intervention by the Student Council.

Monitoring and Review

The policy will be monitored by the pastoral team and reviewed in line with the policy review cycle.

Bullying and Pupils with SEND

At NIA, we recognise that pupils with Special Educational Needs and Disabilities (SEND) are statistically more vulnerable to bullying. This includes both direct forms of bullying (e.g., name-calling, physical aggression) and indirect forms (e.g., social exclusion, manipulation, or mockery related to a pupil's disability or learning difficulty).

We are committed to ensuring that all pupils, including those with SEND, feel safe, valued, and fully included in school life. Our approach includes:

Preventative Measures:

- Integrating SEND awareness into our PSHE curriculum, whole-school assemblies, and staff training.
- Making reasonable adjustments to prevent and address barriers that may increase the likelihood of a pupil with SEND being targeted.
- Training all staff to recognise signs of bullying in pupils who may have communication or sensory difficulties.

Monitoring and Support:

- Logging incidents involving pupils with SEND in detail to monitor patterns or vulnerabilities.
- Collaborating with the SENCO and pastoral team to ensure the provision outlined in individual SEND Education Plans includes protective factors.
- Providing personalised support (e.g., social skills interventions, resilience training, counselling) to help pupils manage their experiences.

Response and Inclusion:

- Supporting victims of bullying with SEND in a person-centred manner, ensuring their voices are heard through appropriate communication methods.
- Involving parents of children with SEND at the earliest opportunity in any bullying investigation or resolution process.
- Using restorative practises with sensitivity to the specific needs of the child, prioritising their emotional well-being and safety.

Bullying of any child with SEND is considered an aggravating factor and will be treated with the utmost seriousness in accordance with the school's Behaviour and Safeguarding Policies.

Links to Other Policies

This Anti-Bullying Policy is linked to the following policies:

- **Safeguarding Policy:** Ensures the protection and welfare of all students.
- **Behaviour Policy:** Outlines expectations for student conduct and the consequences of misbehaviour.
- **Anti-Discrimination Policy:** Promotes equality and prevents discrimination based on race, gender, disability, and other protected characteristics.

Conclusion

Newton International Academy Barwa is dedicated to creating a safe and nurturing environment for all students. By implementing this Anti-Bullying Policy, we aim to foster a culture of respect, empathy, and responsibility, ensuring that every student can learn and thrive without the threat of bullying.