



Newton International Academy, Barwa City

Anti-bullying Policy (EYFS & Primary)

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

Prepared by the Deputy
Head of Primary (Pastoral)

Reviewed May 2025



Approved

Rationale

At NIA Barwa, we are committed to providing a caring, friendly, and safe environment for all of our students so they can learn in a secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to report incidents and feel confident that they will be dealt with promptly and effectively.

This policy should be read alongside the NIA Barwa Primary Behaviour Management Policy. Our approach to bullying is embedded within our wider behaviour expectations, intervention strategies, and restorative practices outlined in the Behaviour Policy.

Objectives of this Policy

To prevent bullying behaviour.

To ensure all staff, students, and parents understand what bullying is and how to report it.

To outline clear procedures for dealing with bullying incidents.

Purpose

- To define bullying.
- To raise awareness of the issue within the school community and with parents.
- To put in place a process that will enable us to deal with bullying effectively.
- To monitor the extent of bullying in school.

A definition of bullying

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group physically or emotionally. It may involve an imbalance of power, whether actual or perceived. Bullying can be physical, verbal, social/relational, prejudicial or online (cyberbullying). A single serious incident may also require immediate intervention under the school's Behaviour and/or Safeguarding and Child Protection procedures.

Students in Newton International define bullying as:

- Being cruel by: ganging up on someone, calling names, teasing, giving dirty looks, using email or texting to send hurtful messages, placing harmful messages on the internet or other public sites.
- Threatening someone by: pushing, hitting, actions that result in tears, throwing objects, making someone feel uncomfortable.
- Making life a misery by: wanting to control someone, showing no respect, stealing, and intimidation. Bullying can be carried out by one student or a group of students. It can happen anywhere in the school including the playground, canteen, corridors, classrooms, toilets and also on school buses. Bullying is an attack on an individual and a denial of a person's human rights. Bullying in another language is still bullying. Children who harass others in languages other than English will be treated the same.
- In primary phases, bullying may present as relational aggression — such as exclusion from play, giving the silent treatment, or manipulating friendships. Staff will remain vigilant for these subtler but equally harmful behaviours.

Types and Seriousness of Bullying

Bullying can take different forms, including:

- Physical bullying: hitting, kicking, pushing, damaging or taking belongings, or other forms of physical aggression.
- Verbal bullying: name-calling, teasing, threats, insults or offensive comments.
- Social or relational bullying: deliberately excluding others, spreading rumours, manipulating friendships or encouraging others not to associate with someone.
- Cyberbullying: using digital technology, social media, messaging, gaming platforms or other online spaces to threaten, humiliate, exclude or cause harm.
- Prejudice-based bullying: bullying related to a person's identity, background or protected characteristic.

All allegations of bullying are taken seriously. The school's response will be proportionate to the nature, severity, frequency and impact of the behaviour. Serious or persistent bullying may also constitute a safeguarding concern and will be referred in accordance with the school's Safeguarding and Child Protection Policy.

Prejudice-Based Bullying and Protected Characteristics

NIA Barwa does not tolerate bullying, harassment or discriminatory behaviour relating to a person's identity or protected characteristics. This includes, where applicable, bullying related to age, disability or SEND, race, nationality, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy or maternity, or other personal or cultural characteristics. Any language or behaviour that targets an individual or group because of their identity, background or perceived difference will be taken seriously and addressed in accordance with the school's Behaviour and Safeguarding and Child Protection procedures.

Raising awareness of bullying within Newton International Academy and community

Bullying is often a secret activity therefore:

- Twice a year students will be surveyed by the student council to indicate the extent of bullying both in school and on the buses.
- The student definition of bullying will be reviewed annually and displayed around the school.
- Each student/parent will be given a copy of the school policy.
- All teaching and support staff will be familiar with the policy
- P4C lessons/early morning discussions/Citizenship lessons, Character Education Lessons and school assemblies will promote Newton International Academy as a place where bullying is not accepted.
- For younger students, particularly in EYFS and KS1, awareness will be built using developmentally appropriate methods such as puppets, storybooks, worry boxes, and role play.

- Staff receive annual training on identifying and addressing all forms of bullying, including cyberbullying, relational aggression, and age-specific behaviours.
- A termly review of bullying incident records and student surveys will inform improvements in pastoral care and the anti-bullying strategy. Feedback from staff, parents, and students will also be considered.

Definition of Cyberbullying

Cyberbullying can be defined as "the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others"

(www.cyberbullying.org). It is an aggressive, intentional act carried out repeatedly over time, often against a victim who cannot easily defend himself/ herself.

- Cyberbullying includes sending or posting harmful, abusive messages or upsetting text, images or other messages, using the internet, mobile phones or other digital communication.
- It can take many forms, but can go even further than face to face bullying by invading home and personal space and can target one or more people.
- It can take place across age groups and target pupils, staff and others.
- It can include threats and intimidation, harassment, defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images with the intent to cause harm or humiliation.
- Creating websites that intend to harm, make fun of someone or spread malicious rumours.
- Pressuring an individual to do something they do not want to do, such as sending inappropriate images or videos.
- Illegally hacking into an individual's email, electronic device or online profile to extract personal information or to send offensive and hurtful content whilst posing as that person.

Special Concerns

Cyberbullying has unique concerns in that it can be:

- Persistent – Digital devices offer an ability to immediately and continuously communicate 24 hours a day, so it can be difficult for children experiencing cyberbullying to find relief.
- Permanent – Most information communicated electronically is permanent and public, if not reported and removed. A negative online reputation, including for those who bully, can impact university admissions, employment, and other areas of life.
- Hard to Notice – Because teachers and parents may not overhear or see cyberbullying taking place, it is harder to Recognise.
- Breaking the Cybercrime Law – Students need to be aware that any incidences of cyberbullying which contravene the Cyber Laws may be subject immediately to Permanent Exclusion under the guidelines of the behaviour policy.



There are many different methods by which cyberbullying takes place. The following list is not exhaustive; while the development of information and communications technology is so rapid, new styles of cyberbullying are emerging constantly. Moreover, young people are particularly adept at adapting to new technology.

The most common places where cyberbullying occurs are:

- Social Media, such as Facebook, Whatsapp, Discord, TikTok, Instagram, Snapchat, and Twitter
- Gaming platforms
- SMS (Short Message Service) also known as Text Message sent through devices
- Instant Message (via devices, email provider services, apps, and social media messaging features)
- Email

The school's Response to cyberbullying

The school takes all incidents of alleged cyberbullying very seriously, recognising that the effects on the victim can be devastating. All reported incidents will be investigated following the school procedures. The following preventative measures are taken by the school:

- Throughout the school students are educated in relation to the benefits and dangers of digital technologies as detailed in Cyberbullying-preventative measures.
- Where incidents of cyberbullying have taken place outside of the school and are reported and not under the jurisdiction, the School will inform the parents of the pupils involved as appropriate.
- The School will take disciplinary action in line with the school Behaviour policy against any individuals involved in cyberbullying if some of the cyberbullying has taken place in school.
- It is ultimately the parents responsibility to monitor their child's online activity at home.



Cyberbullying - Preventative Measures

- E-safety courses are built into the NIA Computing and ICT curriculum along with the Assemblies.
- The School expects all pupils to adhere to its E-Safety Policy and the signed acceptable users agreement.
- All members of the NIA community sign an acceptable user agreement.
- Certain sites are blocked by our filtering system and our IT Department monitors pupils' use.
- The school may impose disciplinary sanctions for the misuse, or attempted misuse, of the internet.
- NIA Issues all pupils in years 1-13 with their own personal school email address.
- NIA offers guidance on the safe use of social networking sites and cyberbullying in PSHE programme of studies and circle time during lessons, which covers blocking, removing contacts from “friend” lists and sharing personal data.
- Regular E-safety assemblies and Whole school E-Safety days.
- Parental E-safety webinars and workshops.
- Offer guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe

Process

To prevent bullying in Newton International Academy

- Everyone within the school community must know what bullying is and the consequences of bullying someone.
- All staff will deal with complaints seriously - no matter how trivial they may seem.
- Students will be given the opportunity to take part in programmes such as self-esteem etc.
- Active supervision throughout the school day particularly at lunchtime.
- All staff, including teaching assistants and playground supervisors, are responsible for early identification and intervention. Their close presence during unstructured times allows for proactive support and modelling of positive behaviours.

Reporting Bullying

Any pupil who experiences or witnesses bullying should report it to a trusted adult, such as their class teacher, teaching assistant, Team Leader, counsellor or member of the Senior Leadership Team. Pupils may also use the school's communication/worry boxes where appropriate.

Parents who are concerned that their child may be experiencing or displaying bullying behaviour should contact the child's class teacher or Team Leader.

Concerns may be escalated to the Deputy Head of Primary (Pastoral) or Head of Primary where necessary.

Any member of staff who witnesses bullying, receives a report of bullying or identifies signs that bullying may be taking place must act promptly, record the concern and report it through the school's pastoral procedures. Where there is a safeguarding concern, this must be referred immediately to the Designated Safeguarding Lead in accordance with the Safeguarding and Child Protection Policy.

When a Student Reports Bullying in Newton International Academy, all staff should:

- Deal with it immediately and inform Senior Management.
- Focus on the feelings of the victim.
- Collect information about the incident from both parties and witnesses if necessary.
- With the consent of both parties a meeting should be arranged to try and resolve the problem.
- Both sets of parents are informed and invited to come to the school if necessary.
- Students will be monitored on a regular basis and given the opportunity to express how they are feeling.
- Where appropriate, restorative conversations may be facilitated to help students understand the impact of their actions and to restore relationships. This is especially effective in younger age groups to promote empathy and reconciliation.
- Sanctions and support strategies for bullying behaviours will align with the graduated response detailed in the NIA Barwa Primary Behaviour Management Policy, including restorative conversations, behaviour support plans, detentions, internal suspensions, and parental involvement as appropriate.

Recording and Follow-Up

All reported and confirmed bullying incidents will be recorded on RenWeb, including the nature of the concern, pupils involved, actions taken, parental communication, sanctions and support provided. Records will be monitored by the pastoral team to identify patterns, repeated incidents or emerging concerns.

Following an incident, the pupils involved will be monitored and appropriate follow-up will take place to ensure that the bullying has stopped and that support remains effective. Bullying records and trends will be reviewed regularly by the pastoral leadership team to inform preventative action and improvements to the school's anti-bullying strategy.

Support for Pupils Involved

Support for the pupil experiencing bullying may include regular check-ins with a trusted adult, counselling or pastoral support, a safety or support plan where appropriate, increased supervision, support with friendships and opportunities to share concerns. The school will monitor the pupil's wellbeing and ensure that they feel safe and supported.

Support for the pupil displaying bullying behaviour will focus on helping them understand the impact of their behaviour and develop more appropriate strategies.

Support may include restorative conversations, counselling, behaviour support plans, targeted Character Education or social-emotional interventions and regular monitoring. Appropriate sanctions will be applied in accordance with the Behaviour Policy.

Support and restorative work will never be used as a substitute for appropriate safeguarding action or sanctions where these are required.

Sanctions for Bullying

Sanctions for bullying will be applied in accordance with the NIA Barwa Primary Behaviour Management Policy and will be proportionate to the nature, severity, frequency and impact of the behaviour.

- Student Counsellor intervention
- Being put on formal report card and receive a misconduct letter
- Behaviour contract
- Suspended for repeatedly causing hurt through words or actions.
- Suspended for any form of physical violence.
- Repeated or serious incidents of bullying may result in suspension or permanent exclusion, in accordance with the school's Behaviour Management Policy and following appropriate investigation and senior leadership review.

Bullying and Students with Special Educational Needs and Disabilities (SEND)

At NIA Barwa, we recognise that students with Special Educational Needs and Disabilities (SEND) can be particularly vulnerable to bullying. We are committed to ensuring that students with SEND are protected, supported, and fully included in all aspects of school life.

Staff will be vigilant in identifying signs of bullying involving students with SEND, whether they are the target or exhibiting bullying behaviours. Support plans for SEND students will be tailored to ensure that bullying prevention and intervention strategies meet individual needs.

Where a SEND student is involved in bullying (as a target or perpetrator), the response will be adapted with consideration of their developmental level, communication needs, and social understanding, in consultation with the AESN coordinator and pastoral team.

Our approach aims to empower SEND students to develop resilience, self-advocacy skills, and positive peer relationships, while maintaining a zero-tolerance stance on bullying.

Monitoring and Review

This policy will be reviewed annually and updated as necessary. Student surveys, staff feedback, bullying incident records and behaviour data will be used to assess the effectiveness of the policy and inform improvements to the school's anti-bullying strategy.