



Newton

International School D-Ring Road

An International Community striving for excellence and celebrating success

Anti - Bullying 2024

السياسة
الموحدة

Work in
collaboration with
SMT

Review
Date

September 2023

Next Review
September 2024

Published

West Bay
G Drive all staff

Table of contents

Intent

The goal of the policy

Implementation

- Definition and explanation of bullying
- Responsibilities for teaching expectations
- Responsibilities for action

Impact

- The impact on students and staff

Intent

The intent of this policy is to reduce and eradicate instances in which pupils are subjected to bullying in any form.



Inform

To ensure that all members of our school community are aware of the policy and fulfil their obligations to it for prevention and reporting.



Educate

Ensuring that issues concerning bullying and relationships within school are dealt with as part of the P.S.H.E. curriculum through the teaching of the Zones of Regulation, Citizenship and P4C.



Involve

To involve students, parents, teachers and all members of the school community in develop the skills to resist bullying and to deal with bullying and knowing about bullying by or to others and doing nothing is unacceptable.

Implementation

Definition of bullying

Definition of bullying



Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

D-Ring staff will act - and importantly be seen to act - firmly against bullying wherever and whenever it appears. Individual members of staff will be alert to signs of bullying and act promptly and firmly against it. Failure to respond to incidents may be interpreted as condoning the behaviour.



Forms of bullying

It can take many forms, but the three main types are:

physical (e.g. hitting, kicking, theft)

verbal (e.g. name calling, racist remarks, gender remarks)

indirect (e.g. spreading rumours, excluding someone from social groups).

Single incidences of verbal or physical attack, and behaviour which are hurtful but not intentional should also be taken seriously and dealt with accordingly.

Implementation

Responsibilities for expectations

Students



It is important that our children should:
Be involved in the development and reviewing of anti—bullying policies and practice.
Learn about what constitutes bullying and what to do about it.
Have opportunities to develop the skills to resist bullying and to deal with bullying.
Be aware that knowing about bullying by or to others and doing nothing is unacceptable. (The onlooker or bystander).

Staff



Staff are expected to do the following:
to celebrate the effort and achievements of others
-to hold and promote positive attitudes
-to feel able to share problems with staff
-to turn to someone they trust, if they have a problem
-not to feel guilty about airing complaints
-to be kind, considerate and tolerant towards others
-to be aware of the impact their behaviour can have on others
-to challenge their peers if they are unkind to others
-to use technology safely and securely and to be aware of the risks and impact of the use of technology on themselves and others.

- Act on and report instances of bullying as per policy

Parents



Parents and guardians must help school to deal with bullying by:

- Discouraging children from using bullying behaviour at school, at home or elsewhere.
- Taking an active interest in their children's school life, especially with regard to friendships, playtime and the journey to and from school.
- Watch out for signs that their children are being bullied, or are bullying others.
- Contact the Deputy Head (Pastoral) at the first sign if they are worried that their children are being bullied or are bullying others without delay.

Senior Management



Part of Leadership and managements' role is to ensure that the school has a policy and that the policy is operated by all staff effectively. To ensure this, they should:

- Review the school's bullying policy regularly.
- Consult all interested parties in revising the policy as necessary.
- Help to explain the policy to all interested parties.
- Ask for information to enable it to monitor the implementation and evaluate the effectiveness of the policy.

Implementation

Responsibilities for action

Sequence of action for incidents defined as Bullying:

STEPS

4

Support

- Provide support and advice for the victim where appropriate
- Provide support and advice for the bully where appropriate

3

Meet with parents/carers and students

- Notifying the parents/carers of the pupil(s) about the case and the action which has been taken

2

Report to Deputy Head (Pastoral)

- Collaboratively with the teacher that reports (or the teacher of the student/parent that reports) bullying, investigate the case.
- Investigate the motivation behind the bullying behaviour
- Investigate the underlying issues that contributed to the bullying behaviour.
- Organise supervised meeting between the bully and the victim to discuss their differences and the ways in which they may be able to avoid future conflict
- Organise a supervised meeting between the bully and the victims parents/carers to discuss the students differences and the ways in which they found that future conflict can be avoided and gain support
- Consider a sanction with the Deputy Head (Pastoral) as per the Behaviour Policy - in a very serious case or a case of persistent bullying, a pupil may be excluded from the school.

1

Consideration

- Consider whether the bullying incident should be addressed as a safeguarding concern
- If so, the School's Safeguarding Policy and Procedures will be followed

Support

The School will do all that is reasonably possible to ensure bullied pupils continue to attend school and maintain their educational progression by putting in place proportionate short term alternative on-site provision plans where necessary.

Records

The Deputy Head (Pastoral) will maintain a record of all allegations or reports of bullying, including details of those involved and the action taken

Awareness

Opposition to bullying is made clear. The reasons for the objections to such behaviour are regularly explained and educated through the teaching of PSHE/The Zones of Regulation, P4C and Citizenship.

Impact

How does the Anti - Bullying Policy impact student conduct in our school?

Our objectives:

To provide a secure and happy environment free from threat, harassment, and any type of bullying behaviour.

Impact for children

The policy requires students to report bullying incidents, promotes caring and collaborative behavior through the expectations set for students that discourages aggressive behaviors explicitly and advocates and educates empathy.

Impact for staff

Teachers are required to report bullying incidents to the Deputy Head (Pastoral) and investigate reports of bullying. Anti - Bullying is required to be promoted through the curriculum and celebrated on Anti - Bullying week. Positive behavioral expectations for students are reinforced daily. Bullying incident reporting procedures must be followed and adhered to.