



Anti-Bullying Policy

INTRODUCTION:

Bullying is an unacceptable form of behaviour in Newton International Schools. It is destructive in that it interferes with the education of our students and also affects parents and staff. As a school community, we must ensure that school is a safe and secure environment for every individual pupil.

Every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for this to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents.

Aims:

- To provide a safe, caring environment for the whole school community, especially the children in our care.
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is acceptable to speak to someone.
- To heed parents' concerns and keep them informed of actions taken in response to a complaint.
- To carry out full investigations following the report of bullying incidents and take appropriate action.

Definition of Bullying:

Bullying is premeditated, deliberately hurtful or threatening behaviour towards others. It usually forms a pattern rather than being an isolated incident.

The main types of bullying are:

- **Physical** – pushing, hitting, kicking, pinching, any form of violence, threats
 - **Verbal** – name-calling, sarcasm, spreading rumours, persistent teasing
 - **Emotional** – tormenting, threatening, ridicule, humiliation, exclusion from groups or activities
 - **Cyber** – any form of abusive behaviour directed at another via any online device or platform.
- Due to the global growth in this form of bullying among children, it has its own policy – the Cyber Bullying Policy.

Pupils are bullied for a variety of reasons:

- Race, religion or culture
- AESN or disabilities
- Appearance or health conditions
- Difficult home circumstances
- Gender bullying

There is no hierarchy of bullying and all forms should be taken equally seriously and dealt with accordingly.

Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or by using a range of cyber-bullying methods.

Identifying Bullying:

Children who are being bullied may not always be prepared to tell someone. It is important that members of staff, parents and others who deal with the children are observant and alert for signs of bullying. These might include:

- Unwillingness to come to school
- Withdrawn and isolated behaviour
- Complaining about missing possessions
- Refusal to talk about the problem
- Being easily distressed
- Damaged or incomplete work

Procedure:

When a disclosure is made, it should always be treated seriously, with appropriate discretion and carefully investigated. (See appendix 1)

Preventing Bullying:

- Members of the school community must be alert to signs of bullying and act firmly and promptly against it in line with the procedures in appendix 1.
- The school will promote anti-bullying strategies through assemblies, PSHE, circle time and other appropriate lessons such as drama.
- Pupils should be encouraged to tell someone if they are being bullied or observe bullying, eg. Principal, Head of Primary, Key Stage Co-ordinator, Class Teacher, etc. Parents should inform the school if they think their child is being bullied.
- A safe environment is created in the playground by careful supervision.

Promoting an Anti-Bullying ethos

Staff will use assemblies, PSHE or circle time to explore issues such as the causes of bullying, the effects of being bullied or being a bully, and how to stop bullying if appropriate. Pupils will be given advice on what to do if they are being bullied or if they observe someone being bullied.

The school endeavours to create an environment in which bullying is not able to develop.

Cyber Bullying:

Members of staff are also aware that bullying can be carried out through cyberspace. Children should be encouraged to tell someone if they are being bullied in this way. Guidance is also given in ICT lessons when children are taught about internet safety. This is dealt with in more detail in the Cyber Bullying Policy.

Roles and Responsibilities:

- All members of staff (class teachers, teaching assistants, office staff, support staff, etc.) have a role to play in raising awareness, being alert to and reporting bullying. The overall responsibility lies with the Principal and CEO.
- All teachers must record any incident on SIMS.
- All teaching staff have received safeguarding training on Educare.

Appendix 1: Procedures for dealing with Bullying

1. Once the behaviour is identified as bullying the incident should be reported to SMT.
2. The victim and bully should be interviewed separately.
3. The victim's story should be listened to and the pupil reassured that he/she has done the right thing by reporting the situation. Victims of bullying often feel powerless and vulnerable. They may end up believing that they deserve to be bullied. Everything should be done to re-establish the victim's self-esteem and self-confidence.
4. The bully should be spoken to and the reasons why he/she has bullied identified. The bully should be helped to recognise his/her unsociable behaviour and given support and counselling from the Social Worker if necessary to address that behaviour.
5. On some occasions it may be possible to sit the victim and bully down together to discuss their feelings and the reasons why the situation has developed. The problem could then be resolved amicably and/or a compromise reached.
6. On other occasions the bully should be told firmly to stop his/her anti-social behaviour immediately and to stay away from the victim.
7. In all instances, the parents of both parties should be contacted and informed of the situation and the action taken. If appropriate, they should be invited into school to discuss the matter.
8. Follow up with the victim should be arranged to find out whether the solution has been effective or not, and the situation should be monitored.
9. Serious or prolonged bullying could result in one or more of the following sanctions:
 - Writing an explanation or apology for the incident
 - Withdrawal of break time privileges
 - Loss of break time
 - Report card
 - Detention
 - Withholding participation in school trips or sports events that are not an essential part of the curriculum
 - Removal from a particular lesson or peer group
 - Temporary removal from the class
 - Interview with the Principal or Head of Primary
 - Fixed term suspension
 - Permanent exclusion

A written record should be made of every incident of bullying on SIMS. The report should include who was involved, where and when the incident occurred, what happened, what action was taken, whether the parents were informed and how the incident was followed up.

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