



**Primary School
ANTI-BULLYING POLICY**

Policy Date: June 2021 - June 2024

Next Review Date: June 2022

'An international community of learners striving for excellence and celebrating success'

Aim

The Anti-Bullying Policy outlines how Newton British Academy will prevent and deal with all forms of bullying. NBA is committed to developing an anti-bullying culture where bullying is not tolerated in any form. With this policy we aim to:

- To ensure all teaching, support staff, parents and students have an understanding of what bullying is and are able to recognise the signs of bullying
- To ensure all teaching, support staff and parents know what the school policy is on bullying, and follow it when bullying is reported
- To put in place a process that will enable us to deal with bullying effectively
- To develop our Values, Attitudes and Attributes in all students

Our Attitudes and Attributes

Achieve ACADEMIC EXCELLENCE	Enjoy CREATIVE DIVERSITY	Develop CRITICAL THINKING SKILLS	Become LIFELONG LEARNERS	Be RESPONSIBLE CITIZENS
Ambitious Knowledgeable Perceptive Skilful	Adventurous Creative Curious	Analytical Open-minded Reflective	Determined Proactive Resilient Versatile	Collaborative Empathetic Honest Respectful

A Definition of Bullying

Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE **“Preventing and Tackling Bullying”**, July 2017)

Bullying is not the **odd occasion** of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When intermittent problems of this kind arise, it is not classed as bullying. It is an important part of children’s development to learn how to deal with falling in and out of friendships, the odd name-calling or childish prank. Learning how to deal with these situations and develop social skills to repair relationships is a part of growing up.

It is important for all adults to understand that real bullying does not have to be a normal part of childhood. All forms of bullying are harmful to the victim, the bully, and to the witnesses. The effects can last well into adulthood.

Students in Newton British Academy define bullying as:

- **Being cruel** by ganging up on someone, calling names, teasing, giving dirty looks, using e-mail, social media posts 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
- **Causing great unhappiness by** showing no respect, stealing, and intimidation. Bullying can be carried out by one child or a group of children. It can happen anywhere in the school including the playground,

canteen, corridors, classrooms, toilets and school buses. Bullying is an attack on an individual and a denial of a child's human rights. Bullying in another language is still bullying. Children who harass others in languages other than English will be treated the same

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Nationality
- Appearance or health condition
- Home circumstances

What is cyberbullying?

Cyberbullying can be described as the use of ICT, mobile phones and the internet to deliberately upset someone else. It includes:

- Text message bullying
- Picture/video-clip bullying using mobile phone cameras
- Email bullying
- Chat room/conference call bullying e.g. Skype, MLTV and Zoom
- Bullying using social networking sites e.g. WhatsApp, Instagram, Tik Tok, Facebook, Snapchat

Although in many respects cyberbullying carries similar features to other types of bullying, it also has some distinct characteristics:

- It invades the home and personal space
- It can reach a vast number of people quickly
- Electronically circulated messages are difficult to control
- The bullying can feel relatively anonymous
- Much of the bullying (if not all) might take place out of school

Cyberbullying is particularly invasive and can be difficult to eliminate. It can begin as a joke or relatively innocently and quickly escalate into a destructive and upsetting means of targeting individuals.

Signs and Symptoms of Bullying

A child might display the following symptoms when they are being bullied:

- Does not want to attend school
- Becomes withdrawn anxious, or lacking in confidence
- Attempts or threatens suicide or to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Poor schoolwork
- Comes home with clothes torn or books damaged

- Has possessions go "missing"
- Asks for money or starts stealing money (to pay the bully)
- Has snacks or other foods continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (snacks or packed lunch have been eaten by somebody else)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- A loss in appetite
- Afraid to say what's wrong

This is by no means an exhaustive list and other symptoms may occur.

Raising awareness of bullying within Newton British Academy and community

Bullying is often a secret activity, therefore:

- Citizenship lessons, Circle Time, P4C (Philosophy for Children) and school assemblies will promote Newton British Academy as a place where bullying is not accepted
- Themed weeks addressing bullying and internet safety awareness
- The Student Council will take an active role in ensuring bullying is seen as wrong and that students should always feel safe in the school environment
- The student definition of bullying will be reviewed annually and displayed around the school.
- All teaching and support staff will be familiar with the policy
- Student surveys will be conducted
- Act as soon as an incident has been reported or identified
- Provide appropriate support for the student who has been bullied by removing the immediate threat
- Report the incident to the relevant member of SMT

Prevention

To prevent bullying at Newton British Academy:

- Everyone within the school community must know what bullying is and the consequences of bullying someone (see ***NBA's Primary School Behaviour and Discipline Policy***)
- All staff will deal with complaints seriously by investigating the claims and use the appropriate documentation to record and log the incident/s
- Communicate with the parents of both the victim and bully
- Active supervision throughout the school day particularly at break times
- Withdrawal of students from certain activities to prevent further bullying
- Provide support to both the bully and victim

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

- Deal with it immediately and inform their Head of Year and SMT
- Focus on the feelings of the victim
- Collect information about the incident from both parties and witnesses if necessary, by completing a detailed incident report
- With the consent of both parties, a meeting should be arranged to try and resolve the problem through restorative justice

- Both sets of parents to be 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

Bullying a student at Newton British Academy will result in the following:

- A meeting held with parents and the appropriate consequences imposed in line with **NBA's Primary School Behaviour and Discipline Policy**
- Internal suspension (Reflection Room) for any form of physical violence
- Possible referral to the CEO for further sanctions
- Pastoral Support Programme (PSP) and/or School Counsellor intervention
- As most cases of cyberbullying occur off school premises and the legal age to register for most social media sites is 13 (Children's Online Privacy Protection Act), NBA will not be able to take action against students who engage in cyberbullying off school premises. The school will, however, meet with parents to make them aware of the cyberbullying and suggestions will be given to ensure the safe use of social media and the internet.
- The legal age for students to join WhatsApp outside of the European Economic Area (which includes the European Union) is 13 years old. Review WhatsApp terms of service at: <https://www.whatsapp.com/legal/#terms-of-service>
- Students in Primary should not have a WhatsApp and must be actively discouraged to use this application

Role of the parents

Parents are encouraged to engage with the school if their child is a victim of bullying or has been implicated in any acts of bullying.

Parents Should:

- Contact the Class Teacher
- Follow the complaints procedure
- Allow the school to conduct an investigation
- Attend a meeting to discuss concerns

Parents Should Avoid:

- Attempt to sort out the problem themselves by speaking to the child accused of bullying their child
- Encourage your child to bully in return – this will only escalate the problem

We strive to work with the victims, coercers and parents to reduce the incidents of bullying in our school.

Associated Policies and Documents

Child Protection Policy

Communication Policy

Safeguarding Policy

Primary School Behaviour and Discipline Policy