ISAAC NEWTON ACADEMY

Anti-Bullying Policy (Primary)

At Isaac Newton Academy our aim is to equip every student with the knowledge, learning power and character necessary for success at university and beyond. Our core values of mutual respect, personal discipline and hard work are fundamental to ensuring uninterrupted teaching and learning and to enabling us to achieve our ambitious goals. We foster a culture where everyone has the right to learn in a safe and secure environment. The Academy's explicit teaching of behaviour for learning minimises the opportunities for children to be bullied or become bullies.

We expect all members of the Academy community to show respect for other people and their feelings, opinions, culture and their right to be individuals. Bullying of any kind is not tolerated at Isaac Newton Academy and any reported instances are taken very seriously. We believe that all members of our community should be free from bullying and harassment and everyone has a responsibility to be vigilant when it comes to noticing and reporting bullying.

On those occasions when bullying is reported, there are clear procedures for investigating and dealing with it.

What is Bullying?

Bullying can be defined as deliberately hurtful behaviour by an individual or group, repeated over time, where it is difficult for those bullied to defend themselves.

It can take many forms, including:

Physical – hitting, kicking, theft

Verbal – name calling, using offensive or discriminatory language

Emotional – spreading rumours, excluding someone from social groups or activities

Cyber – texting, via the internet, emailing

Preventing Bullying

Isaac Newton Academy is an inclusive, safe environment where any form of discrimination is opposed. The consistent application of the Academy's Positive Behaviour for Learning Policy ensures that all students have an equal and fair chance to thrive and learn in an atmosphere of respect and dignity. We actively seek to prevent bullying by:

- Raising awareness of bullying through assemblies, activities, stories, role-play, discussion, peer support, school council, PSHE lessons, circle time etc. Keeping the profile of anti-bullying high within the school
- Making students' role in preventing bullying clear, including when they find themselves as bystanders, and encouraging them to report any bullying they may be witness to.
- Emphasising excellent behaviour, our ethos of mutual respect and reinforcing the expectation that students treat each other and adults considerately and fairly.
- Working closely with parents/carers and ensuring that the Anti-Bullying Policy is communicated to them when their child starts the school, so that they are aware of the procedures to follow if they believe their child is being bullied, the approach the Academy will take in response, and their responsibility as parents/carers to reinforce excellent behaviour at home.
- Training all staff on the Anti-Bullying Policy and the Equal Opportunities Policy so that the principles of equality which underpin them and the responsibilities of staff are clearly understood.
- Giving careful thought to seating plans, taking into account a range of factors and designing them to ensure that all students get to experience learning with a variety of individuals in class. (See INA Seating for Learning Policy).
- Requiring students to use digital technology safely and responsibly, including not using ICT to bully or harass others. We also advise parents/carers to monitor their child's internet access and to install appropriate software. (See INA's Responsible Use of Digital Technology Policy).
- Using the Student Council as a forum to listen to students' views about behaviour and bullying and responding to, and acting on, their feedback.
- Ensuring that there is adequate supervision at lunch and break times and that all staff, including lunchtime supervisors receive training on the INA Anti-Bullying Policy.

Procedures for Dealing with Bullying

When an incident of bullying is reported we:

- make it easy for students to report bullying, including bullying which may have occurred outside of school, by being clear that students can report bullying to any member of staff without fear of further bullying or discrimination
- supporting all parties involved to express their feelings
- take any reported bullying seriously and investigate it thoroughly
- implement sanctions for any student found to have bullied another student. This might include loss of privileges, detention, internal exclusion, external exclusion or permanent exclusion, depending on the nature, severity and context of the bullying (See PBFL Policy)
- work with perpetrators using a restorative justice approach to help them to take responsibility for their actions, to repair the harm done and to ensure that there is no repetition
- work closely with the parents/carers of the victims and perpetrator, and inform them of the outcome of the investigation

- support the victims of bullying, by for example, making sure that there is an adult who is their first point of contact to express any on-going concerns and using external agencies such as a counsellor
- record any instances of bullying on the school database, closely monitor bullying, and identify and respond to any patterns or issues that emerge

Safeguarding

A bullying incident is addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering or is likely to suffer, significant harm' (Children Act 1989). When this is the case the Child Protection Officer will follow the procedures outlined in the Child Protection Policy.

Bullying Outside of the Academy Site

Where bullying outside the Academy is reported to staff, it is investigated and appropriate action taken. If the behaviour is criminal or poses a serious threat to a member of the public, the police will be informed by the Leadership Team member i/c Behaviour.

This policy should be read in conjunction with INA's Equality of Opportunity Policy and Positive Behaviour for Learning Policy.

Reviewed July 2016