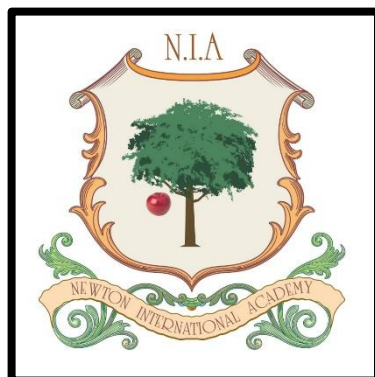


NEWTON INTERNATIONAL ACADEMY

LUSAIL

Anti-Bullying Policy



**ACADEMIC
YEAR
2025 - 2026**



***"An international community of learners
striving for excellence and celebrating
success"***



Anti-Bullying Policy

Vision

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

Mission

We aim to provide the highest quality of education possible for our pupils of all abilities. In doing so, we aim to positively encourage each pupil to achieve academic excellence, enjoy creative diversity, develop critical thinking skills, and become lifelong learners and responsible citizens.

To achieve this, we will provide a diverse education in a safe, supportive environment that promotes self-discipline and motivation. We will provide and maintain a calm, trusting, and caring atmosphere where teaching and learning are meaningful and developed. We will work in partnership with our staff, pupils, parents, and the wider community to achieve our vision.

Aim

The aim of this policy is to prevent and address bullying in all its forms, ensuring that Newton International Academy Lusail is a safe, inclusive, and respectful learning environment. This policy outlines our whole-school approach to promoting empathy, resilience, and responsibility, while ensuring that all members of our school community understand the procedures for identifying, reporting, and responding to bullying.

Rationale

Bullying in any form is unacceptable at NIA Lusail. It can cause lasting harm to a student's wellbeing, academic progress, and sense of belonging. Our school is committed to creating a culture where everyone feels safe, respected, and valued. This policy exists to raise awareness, outline preventative measures, and establish a clear and consistent procedure for addressing incidents of bullying.

Definition of Bullying

Bullying is defined as behaviour intended to hurt, intimidate, or humiliate another individual, whether physically, emotionally, verbally, or digitally.

At NIA Lusail, bullying is recognised as:

- **Being cruel** – Name-calling, mocking, teasing, spreading rumours, sending hurtful messages, or posting harmful content online.
- **Threatening behaviour** – Physical aggression (pushing, hitting, throwing objects), intimidation, or actions that cause fear or discomfort.
- **Making life miserable** – Exclusion, control, manipulation, deliberate disrespect, or repeated mistreatment aimed at isolating or harming another person.

Bullying can be carried out by individuals or groups and may take place in classrooms, corridors, playgrounds, canteens, school buses, or online. All incidents, regardless of where or how they occur, are taken seriously.



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Raising Awareness of Bullying

To prevent bullying effectively, the school must cultivate awareness and a culture of zero tolerance. The following measures will be in place:

- Annual student-led surveys, supported by the Student Council, will help monitor the extent and nature of bullying on campus and on transport.
- The student definition of bullying will be reviewed each year and displayed clearly throughout the school.
- The Anti-Bullying Policy will be shared with all students and parents at the start of the academic year.
- Anti-bullying themes will be embedded in PSHE lessons, assemblies, and school-wide campaigns.

Roles and Responsibilities

- **Pastoral Team and SMT** – Responsible for leading anti-bullying initiatives, staff training, and supporting victims and those accused of bullying. They act as primary points of contact for concerns.
- **Student Leadership** – The Student Council and prefects will raise awareness and promote a culture of kindness, inclusivity, and student voice in addressing peer concerns.

Training and Professional Development

- **Staff Training** – Ongoing training will be provided for all staff, focusing on recognising the signs of bullying, responding appropriately, and understanding cultural sensitivity and inclusive practices.
- **Student Workshops** – Regular sessions will be conducted on empathy, conflict resolution, bystander strategies, and the impact of bullying.

Commitment to a Safe Environment

NIA Lusail is committed to providing a safe and respectful environment for all. Preventing bullying is not only a matter of student wellbeing, but also essential to academic success and emotional development.

Reporting Mechanisms

- **Anonymous Reporting** – A system will be made available for students to report incidents confidentially (e.g. digital form, drop box).
- **Clear Reporting Process** – All students and parents will be informed of the step-by-step procedures for reporting bullying, including expected timeframes for response and follow-up.

Support Services

- **Counselling** – Emotional support will be provided to both victims and perpetrators of bullying. Counselling aims to foster healing, accountability, and behavioural change.
- **External Services** – Contact details for external organisations and hotlines will be made available for further support where needed.



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Parental Involvement

- **Workshops and Communication** – Anti-bullying expectations will be shared with parents at the start of the year and reinforced through termly communication.
- **Engagement** – Parents will be invited to participate in school initiatives, receive updates on student wellbeing, and be involved early in any case resolution.

Evaluation and Impact Assessment

- The policy will be reviewed annually, using data from student surveys, incident logs, and feedback from staff and parents.
- Success will be measured by reduced incidents of bullying, positive survey results, and visible engagement in anti-bullying campaigns.

Cultural Sensitivity and Inclusivity

- Staff and students will receive guidance on recognising and addressing bullying that stems from cultural misunderstandings or biases.
- Respect for diversity and inclusivity will be embedded into all school programmes and communication.

Digital Citizenship

- **Cyberbullying** – Students will be educated on the consequences of digital harassment and the importance of respectful online behaviour.
- **Digital Literacy** – Digital citizenship programmes will be implemented, teaching students about responsible use of technology and protecting their digital footprint.

Recognition and Rewards

A positive behaviour recognition system will highlight students who demonstrate empathy, kindness, and leadership in anti-bullying initiatives.

Collaboration with Local Authorities

NIA Lusail will work with local agencies, police, and mental health providers to ensure a multi-agency approach to preventing and responding to bullying.

Process for Preventing and Addressing Bullying

- All staff must recognise bullying, take every report seriously, and act immediately.
- Students will be supported through resilience-building programmes and a caring pastoral system.
- Active supervision will be maintained, especially during breaks, lunch, and transitions.



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When a Student Reports Bullying:

All staff should:

1. Take immediate action and report the concern to the SMT.
2. Respond with empathy and listen actively to the student.
3. Gather detailed information from all parties involved, including witnesses.
4. Arrange a resolution meeting with the consent of both students, where appropriate.
5. Inform both sets of parents and involve them when necessary.
6. Monitor progress and check in regularly with students after incidents are addressed.

Consequences for Bullying

- Students may be placed on a formal report and referred to the Disciplinary Committee.
- Repeated or severe incidents (especially those involving violence or discrimination) may result in suspension.
- Three or more serious incidents may lead to expulsion.
- The Student Council may assist in awareness-raising and peer mediation, where appropriate.

Bullying and Pupils with SEND

NIA Lusail recognises that students with SEND are at increased risk of being bullied and may face barriers in communicating their experiences. The school will:

- Integrate SEND awareness into PSHE, assemblies, and staff CPD
- Make reasonable adjustments to reduce risk and respond sensitively
- Ensure incidents involving SEND students are carefully documented
- Provide tailored support such as counselling, social groups, and resilience workshops
- Work closely with the SENCO and parents to personalise responses
- Use restorative practices that respect the needs and preferences of the child

Bullying involving SEND students will be treated with the utmost seriousness and in alignment with our safeguarding and behaviour policies.

Monitoring and Review

The pastoral team will monitor implementation of this policy. An annual review will be conducted in line with the whole-school policy review cycle, ensuring relevance and responsiveness.

Links to Other Policies

- **Safeguarding Policy** – Ensures protection and safety of all students
- **Behaviour Policy** – Defines expected conduct and disciplinary responses
- **Anti-Discrimination Policy** – Promotes inclusion and protects against all forms of bias and prejudice



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Conclusion

At NIA Lusail, we are committed to creating a school culture where every student feels safe, respected, and empowered. By embedding anti-bullying practices across our community and reinforcing a values-driven approach to behaviour, we aim to foster a learning environment where all students can thrive free from fear or harm.