



YASMINA
BRITISH ACADEMY

Anti-Bullying

Summary

Policy First Issued on	June 2025
Next Policy Review Date	June 2028
Lead Professionals	AP Pastoral for Primary and Secondary Lisa Davey and Paul Taylor
Approved by ELT	
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Philosophy

Yasmina British Academy is committed to providing a safe, caring, and inclusive environment for all students. We believe that every student has the right to learn in a secure and supportive atmosphere, free from bullying and harassment. This policy outlines our approach to preventing, identifying, and responding to bullying behaviour.

Purpose and Definitions

Purpose

- Define what constitutes bullying.
- Outline the procedures for reporting and responding to incidents.
- Establish clear roles and responsibilities for all stakeholders.
- Promote a culture of respect, empathy, and inclusion.

Definition of Bullying

Bullying is intentional, unwanted, and aggressive behaviour among school-aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time.

Forms of bullying include:

- **Physical Bullying:** Hitting, kicking, pinching, spitting, tripping, pushing, taking or damaging belongings.
- **Verbal Bullying:** Name-calling, insults, teasing, intimidation, discriminatory remarks, or verbal abuse.
- **Social Bullying:** Spreading rumours, manipulating relationships, excluding or isolating someone, embarrassing someone in public.
- **Cyberbullying:** Bullying through digital devices such as phones, computers, or tablets, including offensive messages, harmful posts, or the sharing of false or inappropriate content.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Changes their usual routine or is unwilling to go to school
- Becomes withdrawn, anxious or is lacking in confidence
- Starts stammering
- Attempts or threatens to harm themselves, or others
- Cries themselves to sleep at night or has nightmares / bedwetting
- Regularly feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions go missing
- Has unexplained cuts or bruises
- Becomes unreasonable when dealing with school issues
- Eating habits change (overeating or stops eating)
- Is frightened to say what's wrong.

Roles and Responsibilities

Students

- Report any incidents of bullying to a trusted adult or staff member (verbally or in writing).
- Support peers by being allies rather than bystanders.
- Contribute to a respectful and inclusive school culture.

Staff Members

- Take immediate action when bullying is reported or observed.
- Log all concerns promptly on **CPOMS**.
- Support students who have been bullied, ensuring their safety and well-being.
- Communicate with parents when they have raised or are directly involved in a concern.
- Engage the School Counsellor or Social Worker as needed.

As a school, we will:

- Regard all incidents as potentially serious and investigate them thoroughly.
- Be alert, as a whole staff, to changes in behaviour, attitude and well-being, reporting these immediately to the class teacher
- Keep a record of the incident, investigation and outcomes which will be recorded on CPOMS/ISAMS and copied to the relevant staff which may include the CPO, School Counsellor, Social Worker, Heads of Year, Directors of phase and the Head of Year.
- Ensure that action is taken to prevent further incidents
- Encourage pupils to report any negative behaviour, even if they are not sure whether it is bullying.

When bullying is known to have happened or be ongoing:

- The class teacher will discuss the incident (s) with the person being bullied. It is important that they are listened to and believed.
- The incident will then be discussed with the child engaged in the bullying.
- Information will be gathered from witnesses to explain what they saw or heard.
- The Head of Year will be informed.
- Sanctions in line with our Culture for Learning Policy will be used when appropriate.
- Where a child or group of children deny involvement in bullying behaviour, the children concerned will be monitored and observed. The child being bullied may be asked to record and report any incidents which cause them concern.
- All information to be saved on CPOMS, and recorded sanctions on ISAMS.

The person being bullied

Support for the person being bullied is essential both immediately following the incident and during an agreed period of review. Peer support, staff support, parental support and outside agency support may all be essential to ensure that the person being bullied does not suffer any long-term effect. After one week, the class teacher will talk with the person being bullied to reassess the situation and the relationship between those involved.

Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

The person bullying:

- Support for the person is required. Disciplinary measures are intended to change or modify behaviour, not to label a child. Such procedures may involve:
- Positive behaviour strategies
- Withdrawal of activities
- Establishing a mentor or buddying system
- Discussion around the effects of bullying.
- Involvement of our school counsellor or social worker.

At YBA, our whole school approaches are:

- Issues around friendships and bullying behaviour are addressed through our curriculum.
- Moral, Social and Cultural studies from the MOE explores relationship, including the positive benefits of friends, and negative aspects of relationship conflict.
- Whole school assemblies are used to raise awareness.

- Whole school antibullying weeks are held each year to raise awareness.
- Positive play leaders are used to reduce conflict in the playground.
- Staff will intervene if bullying behaviour is identified.
- Staff will on duties will inform the class teachers of any incidents.
- Parent workshops will be held to discuss antibullying strategies and policies.
- Staff training sessions on safeguarding, including anti-bullying strategies will be held.

Pastoral Leads

Oversee implementation of the anti-bullying policy and...

- Ensure all reports are investigated thoroughly and promptly.
- Keep all parties informed throughout the process.
- Provide training and resources for staff on bullying prevention and intervention.

Parents / Guardians

- Encourage their child to report bullying.
- Work collaboratively with the school to resolve concerns.
- Promote values of empathy, kindness, and respect at home.

Reporting Procedures

- **Student Reporting:** Students may report to any trusted adult or staff member. Reports can be verbal or written and must be logged on **CPOMS**.
- **Staff Reporting:** All staff must document and log bullying concerns on **CPOMS** immediately.
- **Anonymous Reporting:** Students and parents may report anonymously through the designated reporting system.

Response Procedures

Initial Response

- Ensure immediate safety and well-being of the student.
- Document and log the incident on CPOMS.

Investigation

- A thorough investigation will be carried out, including interviews with the victim, alleged perpetrator, and witnesses.

- Investigations will be prompt and respectful of confidentiality.

Action and Support

- Disciplinary measures align with our school's Culture for Learning policy and government guidance.
- Victims will be supported to rebuild confidence and safety.
- Perpetrators will receive guidance, intervention, and support to address their behaviour.

Follow-Up

- Staff will follow up with both parties and their families to ensure the bullying has ceased.
- Ongoing monitoring will be put in place to prevent recurrence.

Prevention Strategies

- **Education & Awareness:** Curriculum integration, workshops, and assemblies on anti-bullying and empathy.
- **Positive School Culture:** Promote respect, inclusion, and upstander behaviour.
- **Staff Training:** Ongoing professional development on recognising and addressing bullying.
- **Student Empowerment:** Peer mentoring, student-led campaigns, and support systems.
- **Parent Involvement:** Parent workshops and collaborative initiatives to strengthen the home-school partnership.

Monitoring and Review

- Bullying incidents will be reviewed regularly to assess response effectiveness.
- Annual surveys will be conducted to evaluate school climate and prevalence of bullying.
- The policy will be reviewed annually and updated based on feedback, evaluation, and best practice.