Anti-Bullying Policy

Approved by:	M W Clack, Principal	**Last reviewed on:**	September 2026
Date:	September 2026	**Next review due by:**	August 2027

School Vision

At Britannica, we challenge and stretch our students to become responsible, respectful and resolute global citizens. Within our caring, safe and secure international community, they evolve into independent and inquisitive lifelong learners, happily striving for excellence in everything they do.

Mission statement

Britannica International School is committed to creating and sustaining a safe, positive and inclusive environment for all pupils, staff and parents/carers.
We believe that all pupils, staff and parents/carers have the right to be protected from bullying and abusive behaviour.

Section 1. Introduction

Who the policy applies to:

This policy was developed through consultation with the whole school community and applies to all members of that community. Members of the school community are:

- Pupils
- Teachers (both permanent and specialist teachers)
- Teaching Assistants
- Learning Support Assistants
- The schools' doctor and nurse
- The Administration Team
- The Maintenance Team
- The librarian
- Canteen staff
- Caretakers
- Parents
- Representatives of Ariston Education
- ANY Person who works with the school or who enters the Britannica school site

Aims & Objectives:

This policy aims to ensure that all those connected with the school are protected from bullying behaviour. The ongoing and long-term aim of the policy is to reduce the number of pupils who experience bullying through increasing awareness of this behaviour, its causes and consequences in the pupils, staff, parents and carers who make up the school community, and to help pupils find and put into practice a series of solutions to the problem of bullying.
The policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that

all members of the school community know what they can expect from the school and what the school expects of them, with regard to bullying.

Section 2. What is bullying?

There are many different definitions of bullying in use, however, most agree that the key factors that make behaviour bullying, as opposed to “having a laugh”, venting frustration or a non-bullying incident of physical or verbal violence/aggression are:

- Repetition of behaviour, systematically undermining a person over a period;
- and
- An imbalance of power between the person on the receiving end of the bullying and the person or persons doing the bullying.

Possible definitions of bullying: We as a community understand that bullying is not a straightforward issue and that it can be defined in several ways. One definition may not cover all scenarios. Our parents, students and staff have come up with two possible definitions;

1. Bullying is an unwanted, aggressive and repeated behaviour that systematically undermines another through physical, verbal, social/relational and cyber actions. Through a real or perceived power imbalance the bully uses Verbal (cruel/persistent teasing, threats, taunting, embarrassing/cruel name calling, inappropriate sexual comments), Physical (hitting/kicking/biting, spitting, tripping, stealing, pushing, fighting), and or Social/Relational (ostracizing, initiating/spreading rumours, encouraging other children to mistreat or not be friends with someone), actions against someone who has trouble defending him/herself.
2. Bullying is when one or more people physically, emotionally or psychologically hurt or cause harm to a person for any reason. Bullying usually happens over a period of time and consists of a series of different incidents.

Different types of bullying include:

- Physical – hitting, kicking, spitting, tripping someone up, stealing/damaging someone’s belongings, etc.
- Verbal – name-calling, insulting a person’s family, threats of physical violence, spreading rumours, constantly putting a person down, making racist remarks.
- Emotional/psychological/social – excluding someone from a group, humiliation.
- Racist: insulting language/gestures based on a person’s actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.
- Sexual – sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact, making sexist remarks.
- Homophobic – insulting language / gestures based on a person’s actual or perceived sexuality, name-calling, graffiti, homophobic violence and remarks
- Electronic/Cyber – bullying by text message or/and by email, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services, through image sharing sites and apps), hate websites.

Bullying is the abuse of power by one person over another.
All of the types of behaviour listed above are unacceptable and will not be tolerated at this school.

Section 3. How we handle bullying at Britannica International School?

We will try and prevent bullying from happening in the first place by educating our students through assemblies, external advisors, Tutor/PSHE lessons and other appropriate courses. Prevention is embedded through the curriculum, assemblies, pastoral provision, staff training, supervision, student voice and age-appropriate

teaching about empathy, respect, healthy relationships, bystander responsibility, assertive communication and online conduct.

However:

- When bullying is reported, it will be taken seriously.
- Staff will work with the young person who is being bullied to help them feel safe and find responses to bullying that work.
- Staff will work with the young person or people who are bullying to change the bullying behaviour.
- Wherever possible, staff will work with the parents/carers of any student who is being bullied to support and encourage that student in finding solutions to the bullying.
- Wherever possible, staff will work with the parents/carers of any student who is bullying to support and encourage that student in finding alternatives to the bullying behaviour.
- Staff will try to involve staff (professionals) from outside of the school in supporting pupils who are experiencing bullying or who are bullying.

Excluding pupils from school is a last resort and the school will use this if necessary.

- Where serious alleged bullying, intimidation or physical harm is reported, the school will take immediate proportionate safeguarding measures, investigate fairly and consider interim arrangements under the Behaviour and Safeguarding policies. Suspension will not be automatic and will be considered only where necessary and proportionate.
- If the solutions have no effect, or if the bullying was so severe that it would be harmful to the rest of the school community to allow the suspended pupil to return to the school, he/she may have to be permanently excluded from Britannica International School. The Principal in conjunction with Ariston Education will take this decision.

Section 4. What to do?

Standing up to bullying behaviour

This school is committed to stopping bullying behaviour and to do this we need everybody's help. Here are the things that every member of the school community can expect from the school and the things that are expected from each member:

What can you do as a student?

All of us find ourselves in vulnerable positions sometimes, e.g. when we start a new school/job/ subject, if we are having problems at home, etc. As part of the school community, you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable.

- Don't gang up against another pupil in a vulnerable position, try to help him/her feel less vulnerable.
- Don't join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself.
- Don't turn a blind eye to bullying and victimisation.

Here's what to do if you know that another pupil is being bullied (this could be a friend that you know really well, someone in one of your classes, or someone that you just see around the school and have never even spoken to; and the bullying could be happening at school, or on the way to and from school):

- Let a member of staff know about the bullying. You can do this in lots of different ways.
- Write down the details about the bullying (who is being bullied, how they are being bullied, and when and where the bullying is happening / happened; if you can, write down who is doing the bullying and also your name). There should be confidentially if the student doesn`t want to share his/her name.
- Tell an older student, who can advise you how to tell staff and support you in doing so, or tell them for you if you are unable to do so.

- Find a quiet moment to speak to a member of staff. After class can be a good time to approach teachers. You can always pretend that you need help with some work if you are worried that other pupils might hear you ask the teacher for a private word.

When you let staff know about bullying you can expect what you say to be taken seriously and that action will be taken to stop the bullying behaviour.

- If you choose to tell a member of staff about bullying in person staff will not name you when they investigate the bullying unless they are forced to because of Child Protection laws, but they will let you know that they have acted on your report.
- If you are ever worried for your own or another pupil's physical safety (including if you are afraid that a pupil may harm himself/herself), do not hesitate to tell a member of staff so that they can take immediate action to keep the pupil safe with the help of other staff at the school, parents/carers and the police.

If you are being bullied, you can expect that:

- You will be listened to and taken seriously.
- Action will be taken to help you to stop the bullying.
- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.
- You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour.
- You will be given the chance to work with appropriate other people in school to find strategies to deal with bullying and to talk about any feelings and worries that you may have.
- You will be offered the chance to talk with professionals if it is needed.
- Your form teacher or class teacher will ask permission from you to let your parent(s)/carer(s) know about the incident, and to offer them the chance to have a discussion about it.
- You will have regular meetings with a designated staff member (e.g. every week for a month, a half term, or a term) to make sure that the action taken has helped to stop the bullying and that you are happy with how things are going.
- If you are ever in fear for your physical safety, staff will take immediate action to keep you safe with the help of their colleagues at the school, parents/carers and outside agencies like the police.

Pupils who are bullying

Bullying behaviour has no place at this school. If you are involved in bullying, you can expect that:

- Your bullying behaviour will be challenged.
- You will be treated fairly.
- You will be given the opportunity to change your behaviour, encouraged, and supported in doing so.
- You will be expected to work with a designated staff member to investigate the background of your behaviour and to find different ways to approach students. You will be offered the chance to work with staff from other agencies who can help you to investigate the background of your behaviour
- Your form or class teacher will inform your parent(s)/carer(s) know about the incident, and to offer them the chance to support you in changing your behaviour.
- You will have regular meetings with a designated staff member to review your behaviour (e.g. every week for a month, a half-term, or a term).

If every strategy has failed to find different ways for you to approach students, then staff will have to take more serious action, e.g. suspending you from school activities. At this point, the school will automatically involve your parent(s)/carer(s).
Our priority is to make this school a safe and positive place for the whole school community.

- If you take part in a serious campaign of victimisation, abuse and intimidation, or episode of physical bullying against any other person belonging to the school community, you will be instantly suspended from coming to school whilst the behaviour is investigated, and you may well be excluded.

What staff expect to do?

All staff can expect to be properly trained and supported in dealing with bullying.
All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions.
- Follow the procedures set out in this policy when they are dealing with bullying.
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations in the local community and the school's owners to combat bullying.

Parents/carers

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.
If your child is a victim of bullying being bullied, you can expect that:

- You and your child will be listened to and believed.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you may have.

Wherever necessary, the school will put you in contact with outside agencies that can help to support you and your child in addressing his/her experience of being bullied.
If your child is bullying another pupil, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly.
- Your child will be expected to change his / her bullying behaviour, supported, and encouraged in doing so by staff.

Wherever necessary, the school will put you in contact with outside agencies can help to support you and your child in addressing his/her bullying behaviour.
If you have any concerns that another child who attends the school (e.g. a friend of your child) may be experiencing bullying, please do not turn a blind eye but mention this to a member of staff.

Representatives from Ariston Education can expect / be expected to:

- To be kept up-to-date on the progress of the school is anti- bullying work;
- Publicly support the school's anti-bullying message.