

Anti-Bully Policy

Policy Details	
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Date of next review	January 2026
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Introduction

The aim of this policy is to provide clear guidance to staff, parents/carers, and students on strategies to prevent, reduce, and respond to bullying. It also covers how we work with both victims and perpetrators. Bullying behaviour directly contradicts our core values of respecting others and the IB Learner traits of being Principled, Caring, Open-Minded, and Balanced. Therefore, firm action will always be taken against incidents of bullying.

Bullying in all its forms can cause significant distress, affecting students' well-being, behaviour, academic, and social development, with long-lasting effects into adulthood.

There is no single legal definition of bullying, but it is generally characterised by repeated behaviour intended to harm either physically or emotionally, often rooted in prejudice, and typically involves an imbalance of power. Forms of bullying can include: teasing, social exclusion, physical assault, name-calling, cyberbullying, threatening behaviour, and any form of taunts, graffiti, or gestures targeting race, culture, religion, gender, sexuality, or other characteristics. Child-on-child abuse may also fall under this policy, as detailed in our Safeguarding Policy, where behaviours escalate into unwanted sexual contact or sexually abusive comments.

At YBS, we are committed to creating a safe, supportive, and caring environment where bullying is not tolerated. All bullying incidents must be reported immediately.

Bullying can occur both during and outside of setting hours, and often takes subtle forms that are difficult for outsiders to perceive. Bullying between YBS students outside of school hours will still be addressed by the setting.

Staff will undergo induction training through our Preventing Bullying course, with ongoing support and training throughout the year to ensure sensitivity to the needs of all students, including those on the SEN register and from the LGBTQ+ community.

What is Bullying?

Bullying is intentional behaviour, usually repeated over time, designed to harm an individual or group. It may be:

- **Emotional:** Malicious teasing, taunting, unjustified exclusion, fear, tormenting, humiliation.
- **Physical:** Pushing, kicking, hitting, spitting, or theft.
- **Racist:** Racial taunts, jokes, graffiti, and gestures.
- **Sexual:** Unwanted physical contact or sexually abusive comments, gender-based violence, or sexual harassment.
- **Homophobic/Biphobic:** Discrimination based on sexual orientation.
- **Indirect and Verbal:** Name-calling, sarcasm, spreading rumours, teasing.
- **Cyberbullying:** All forms of online bullying, including threatening or personal comments, images, or videos shared on social media platforms.
- **Transphobic:** Bullying based on gender identity.

This list is not exhaustive but includes behaviour that could be considered discriminatory towards protected characteristics as outlined in the Equality Act 2010.

We are aware that some students may be more vulnerable to bullying due to their background, including those with health problems, care responsibilities, or those who may frequently move between settings. Students with special educational needs or disabilities may have difficulties in reporting or managing bullying incidents and may require extra support.

Our Commitment

YBS operates a **zero-tolerance policy** towards bullying, and all incidents will be taken seriously. Staff will support students and work to create a respectful environment by promoting positive behaviour, and ensuring appropriate consequences for bullying actions.

Students are encouraged to become upstanders (actively standing against bullying) rather than passive bystanders.

Anti-Bullying Ethos

We believe in celebrating individual differences and providing an inclusive environment where students are accepted, valued, and supported to reach their full potential.

Roles and Responsibilities

Creating a safe environment is essential for effective learning, and all members of our setting share the responsibility for preventing and addressing bullying.

Student Roles and Responsibilities

Through our PSHE (Personal, Social, Health and Economic Education) programme, students will have opportunities to:

- Develop empathy for diverse groups.
- Discuss the impact of bullying on individuals.
- Learn to be an upstander and not a bystander when witnessing bullying.
- Understand how their behaviour affects others and how to communicate in positive ways.
- Know who to speak to if they are concerned about bullying.

Parents/Carers Involvement

Parents should be notified immediately of any bullying incidents, whether their child is the victim or perpetrator. We adopt a problem-solving approach to bullying, involving all parties in addressing the issue. Parents are encouraged to discuss concerns openly with the setting. As valued members of the community, parents will be fully informed and involved in meetings to address bullying.

Preventing Bullying

While some areas of the setting cannot be constantly supervised, we take proactive measures, including:

- **CCTV monitoring of common areas.**
- Active staff supervision during breaks and lunch.
- Clear communication and guidance for students on how to report bullying.

Support for Victims and Perpetrators

Bullying incidents are complex and may not always fall into a simple victim/perpetrator model. Each case will be handled with consideration of the individual circumstances involved.

Victims of Bullying:

- Immediate opportunity to speak with the DSL or a staff member of their choice.
- Ongoing support through mentoring or counselling.
- Support in rebuilding friendships, trust, and self-esteem.
- Involvement of parents in the process.

Perpetrators of Bullying:

- Work to understand the impact of their actions.
- Mentoring and support to change behaviour.
- Parental involvement and consistent follow-up.

Severe Bullying Cases

In cases where bullying results in significant emotional or mental health difficulties, we will work with the family and external agencies, including police and Children's Services, to provide the necessary support for recovery.

Cyberbullying

Online bullying will be monitored and addressed by the setting, with regular training on digital safety. Students are educated on responsible use of technology, and any concerns about online bullying are immediately investigated.

Reporting Bullying

If bullying occurs, the following steps will be taken:

1. Investigation of the incident by the DSL/DDSL.
2. Gathering written statements from both parties.
3. Informing the parents/carers of both the victim and the perpetrator.
4. Development of a course of action to address behaviour.
5. Staff will monitor the situation closely, observing interactions and assessing outcomes.

If necessary, further support from external agencies will be sought.

Consequences for Bullying

Sanctions for the perpetrator may include:

- Withdrawal from lessons or specific activities.
- Mediation between the victim and perpetrator.
- Parental meetings and communication.
- Possible exclusion, depending on the severity of the bullying.

Bullying Outside of School

If bullying is reported outside of school, during term time or holidays, we encourage students and parents to contact appropriate agencies such as the Police or Children's Services.

Support Organisations

Organisation	Contact Number	Website Address
National Bullying Helpline	N/A	www.nationalbullyinghelpline.co.uk
Childline	0800 1111	www.childline.co.uk
Kidscape	0207 730 3300	www.kidscape.org.uk
Family Lives	08088 800 2222	www.familylives.org.uk

Anti-Bullying Alliance	0300 323 0169	www.anti-bullyingalliance.org.uk
Samaritans	116 123	www.samaritans.org
Stonewall	N/A	www.stonewall.org.uk
Kooth	N/A	www.kooth.com

Recording and Monitoring Bullying

All bullying incidents will be recorded on the School Management Information System (School MIS). This will include detailed information about the incident, such as the nature of the bullying and any protected characteristics involved (e.g., race, gender, disability, sexual orientation), which will help us to identify patterns and address any emerging concerns.

A detailed record of the investigation process will be maintained, including written evidence from students and any other relevant parties. This ensures that each case is fully documented and that all actions taken are transparent. The frequency of bullying incidents will be closely monitored through regular data analysis, helping us to evaluate trends and measure the effectiveness of our interventions.

Safeguarding meetings will be held regularly to review ongoing cases, assess the impact of interventions, and ensure that appropriate actions are taken. These meetings will provide a platform to ensure that any changes or improvements are made based on the data and feedback collected, ensuring that our anti-bullying strategies remain effective and relevant.

Monitoring and Evaluation Process

To be Monitored	How	By Whom	When
Consistent approach by all staff	Observations, notes from staff meetings	All Staff	Termly
Display of bullying	Observations and meetings	Pastoral and Curriculum Lead	Termly
PSHE Class	Educating students to prevent bullying	Teachers and Curriculum Lead	Termly
Training	Anti-bullying training for staff	Pastoral and Curriculum Lead	Annually
Review of Policy	Staff meetings/discussions	Head of School	Annually

References

1. Anti-Bullying Alliance
Website: <https://www.antibullyingpro.com/>
2. Preventing and Tackling Bullying - Department for Education
Guidance document:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf
3. NSPCC - Bullying and Cyberbullying
Information on types of abuse:
<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>