



Anti-Bullying Policy

A – Teaching & Learning Policies & Procedures

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Anti-Bullying Policy

At the British School Al Khubairat we believe that all students have the right to an educational environment where they feel safe and which is free from bullying.

At BSAK, we are committed to fostering a safe, respectful, and inclusive environment for all members of our community. Bullying in any form is unacceptable and will not be tolerated. Our anti-bullying policy outlines our definition, proactive steps, monitoring actions, and reactive responses to ensure a positive atmosphere for everyone.

1. Definition

Bullying is defined as the **repetitive, intentional hurting** of one person or group by another person or groups. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

4 Types of BULLYING

PHYSICAL
Bullying

VERBAL
Bullying

SOCIAL
Bullying

CYBER
Bullying

Hitting, kicking, slapping, pinching, spitting, tripping, punching, pushing, blocking.	Name Calling Insults Teasing	Lying and spreading rumours Leaving someone out on purpose	Posting/sending hurtful texts, emails or posts, images or videos
Stealing or destroying someone's possessions	Intimidation	Telling others not to be friends with someone	Making online threats
Making mean or rude hand gestures	Racist remarks	Embarrassing someone in public	Imitating others online or using their login
Touching in unwanted and inappropriate ways	Inappropriate sexual comments	Damaging someone's social reputation or relationships	Deliberately excluding others online
	Taunting Threatening to cause harm		Spreading nasty rumours or gossip online

2. Aims

Proactive Steps

1. **Positive School Culture:** We promote a respectful, positive and inclusive school culture through activities, events, and campaigns that celebrate diversity and kindness. We encourage a culture of upstanding.
2. **Education and Awareness:** Anti-bullying education is integrated into our MELS curriculum to foster understanding and empathy from an early age. We implement training sessions and workshops for students, staff, and parents to educate them about how to recognise, prevent and respond to bullying.
3. **Parental Involvement:** Parents are engaged through communication and meetings to support anti-bullying efforts and reinforce positive behaviour at home.

Monitoring:

1. **Behaviour Monitoring:** Staff are able to recognise signs of bullying and closely monitor student interactions in high-risk areas such as playgrounds, cafeterias, hallways, and online platforms.
2. **Regular Surveys and Feedback:** We conduct regular surveys among students, staff, and parents to gather insights about the school climate. This feedback helps us identify trends and areas needing improvement.
3. **Incident Reporting:** A robust, accessible incident reporting system is maintained for students & staff. Parents can report bullying confidentially by contacting their child's class/form teacher or Head of Year. Reports are regularly reviewed to track patterns and intervene early.

Reactive Responses

1. **Immediate Response:** We ensure the immediate safety of the victim, provide support, and reassure them that the situation will be addressed. Victims and witnesses are encouraged to report incidents promptly to a trusted adult.
2. **Investigation:** A thorough investigation is conducted to document all details of the incident, including the nature of the bullying, individuals involved and any previous related incidents. Information will be gathered from the victim, perpetrator, and witnesses.
3. **Support for the Victim:** Ongoing emotional support and counselling (if required) are provided to help the victim cope with the effects of bullying. Their safety and well-being are closely monitored.

4. **Disciplinary Actions:** Appropriate disciplinary measures are applied to the perpetrator based on the severity of the incident. Restorative practices, such as mediation, are implemented where appropriate to enable the perpetrator to understand the impact of their actions.
5. **Follow-Up, Accountability and Parental Involvement:** Follow-up meetings with the victim, perpetrator, and their families are conducted to assess progress and address ongoing concerns. Working collaboratively with parents to support their children and address the underlying issues.
6. **Peer Support Programmes:** Peer mentoring and buddy programmes are established to support students and provide positive role models.

The Board of Governors delegates and provides resources to the Headmaster who is responsible for the implementation of this Policy through the associated procedures.