

Anti-Bullying Policy

Aim
The aim of this policy is to keep all students safe, valued and respected. Brighton International Academy does not accept bullying in any form. The school will prevent bullying through clear expectations, PSHE/SEL learning, Islamic character education, supervision and student voice. When bullying is reported, the school will respond quickly, fairly and consistently, with support for the student affected and clear follow-up with the student showing bullying behaviour.
Scope
This policy applies to all students, staff, parents and visitors. It applies in classrooms, corridors, playgrounds, toilets, buses, school trips, online spaces, school events and during transition times. It also applies to online or out-of-school behaviour where it affects a student's safety, wellbeing or learning in school.
Definition of Bullying
Bullying is behaviour that is intended to hurt, frighten, humiliate or exclude another student. It may happen more than once, or it may be a serious single incident where there is intimidation, harm, a power imbalance, discrimination, online abuse or a safeguarding concern. • Physical bullying: hitting, pushing, kicking, taking or damaging belongings. • Verbal bullying: name-calling, insults, threats, teasing or offensive comments. • Social or emotional bullying: exclusion, spreading rumours, humiliation or controlling friendships. • Cyberbullying: unkind messages, images, group chats, online threats, sharing private information or encouraging others to target a student. • Prejudiced or discriminatory bullying: bullying linked to nationality, language, culture, religion, disability, appearance, family background or any personal characteristic.
Policy Statement
BIA promotes a culture of kindness, respect, rahmah (mercy/compassion), adab (manners) and responsibility. Students are encouraged to speak up, report concerns and support one another. All reports will be taken seriously. The school response will be educational, restorative where appropriate, and protective of student safety. Serious or repeated bullying may lead to sanctions in line with the Behaviour Policy.
Prevention and Whole-School Approach
• PSHE/SEL themes, Islamic character links and Homeroom Time discussions will teach friendship, respect, kindness, safe choices and asking for help. • Anti-bullying awareness activities, assemblies, class pledges, student voice and poster campaigns will be used during the year. • Staff will supervise high-risk areas such as corridors, toilets, playgrounds, buses and transition points. • Students will be reminded to use trusted adults, the Feelings Box Box, class teachers, coordinators, the social worker/counsellor, DSL or DDSLs when they need help. • Parents will be encouraged to report concerns early and work with school staff to resolve issues.
Roles and Responsibilities
• Principal and Senior Leadership Team: ensure the policy is implemented consistently and support serious or repeated cases. • DSL: leads safeguarding decisions where bullying involves risk of harm, disclosure, abuse, discrimination, online safety or serious wellbeing concerns.

Vision: To foster academic excellence, nurture ethical values, and develop leadership skills, preparing students to thrive in a diverse world.

Mission: We promote intellectual growth, ethical responsibility, and global awareness, empowering students to contribute positively to society.

Motto: Rooted in faith, striving for excellence

- DDSLs: Support the DSL with safeguarding follow-up, records and student safety actions.
- Coordinators / Year Leaders: support investigation, parent communication, behaviour actions and monitoring of repeated concerns.
- Social Worker / School Counsellor: provide wellbeing support, check-ins, student reflection work and restorative support where appropriate.
- Homeroom Teachers and Class Teachers: teach PSHE/SEL links, monitor class relationships, record concerns and report promptly.
- All Staff and Supervising Adults: remain alert, intervene safely, reassure students and report routine bullying concerns on the same day. Safeguarding concerns must be reported immediately through Section 10.2 of the Child Protection and Safeguarding Policy.
- Students: show respect, do not join in bullying, speak up, and report concerns to a trusted adult.
- Parents: support the school's approach, report concerns calmly and work with the school to resolve issues.

Reporting and Response Procedure

1. Listen and reassure the student. Thank them for reporting and remind them that they have done the right thing.
2. Check immediate safety. Separate students if needed and ensure supervision is in place.
3. Record the concern on the correct school form or behaviour/concern log on the same day.
4. Inform the Coordinator/Year Leader of routine bullying concerns. Any safeguarding concern must be reported immediately to Ms. Amany Al Sheikh, or to Ms. Eman Omar or another DDSL if she is unavailable. Concerns about school adults must follow Section 14 of the Child Protection and Safeguarding Policy.
5. Authorised staff may establish the facts of routine bullying incidents fairly and sensitively. Where abuse, serious harm or another safeguarding concern is suspected, staff must not investigate or question witnesses independently. The DSL will determine the appropriate next steps.
6. Authorised staff may contact parents about routine bullying matters. Where safeguarding is involved, parent contact must be managed by the DSL/DDSL under Section 12 of the Child Protection and Safeguarding Policy and must not occur where it could increase risk or compromise safeguarding action.
7. Agree actions: support for the student affected, reflection and consequences for the student showing bullying behaviour, and any class or year-group support needed.
8. Monitor and review. A named adult should check in with the student affected and review whether the bullying has stopped.

Support and Intervention

For the student affected:

- Provide reassurance, a trusted adult, check-ins and a clear plan for where to go if they feel unsafe.
- Offer support from the social worker/counsellor where needed.
- Inform parents when appropriate and keep them updated on agreed actions.

For the student showing bullying behaviour:

- Use reflection, behaviour support, restorative conversation where safe, and clear consequences.
- Involve parents for confirmed, repeated or serious incidents.
- Escalate to behaviour sanctions, suspension or further action where behaviour is serious or repeated, in line with the Behaviour Policy.

For the wider class/year group:

- Use PSHE/SEL lessons, circle time, assemblies and reminders to rebuild a safe and respectful culture.

- Monitor friendship groups, transition times and online behaviour where concerns have been identified.

Record Keeping and Confidentiality

All bullying concerns must be recorded accurately and stored securely. Records should be factual and include dates, times, location, students involved, witnesses, what happened, immediate action taken, parent contact, agreed outcomes and follow-up review. Records should be shared only with staff who need to know. Where bullying raises a safeguarding concern, it must be reported immediately through Section 10.2 of the Child Protection and Safeguarding Policy. Detailed safeguarding information must be stored separately from routine behaviour records.

When Bullying Becomes a Safeguarding Concern

Some bullying concerns may indicate that a child is at risk of significant harm. Staff must report immediately through Section 10.2 of the Child Protection and Safeguarding Policy if bullying includes threats, serious physical harm, sexualised behaviour, discrimination, online exploitation, sharing images, self-harm concerns, repeated intimidation, or any disclosure of abuse or neglect.

Monitoring and Evaluation

The school will review the effectiveness of this policy through incident records, student voice, parent concerns, staff feedback, safeguarding records and termly wellbeing/behaviour review. Patterns will be identified and used to improve supervision, PSHE teaching, awareness activities and support for students.

Policy Management and Review

Policy Created By:	
Reviewed by:	Ms. Nabilah El Harraj
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