

Anti-Bullying Policy

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Next Policy Review Date	07/07/26

1. Policy Statement

At Muna British Academy, every student has the right to feel safe, valued, and respected. Bullying of any kind will not be tolerated. We are committed to:

- Preventing bullying through education and positive culture.
- Identifying and responding to incidents swiftly.
- Supporting victims and addressing behaviour restoratively.

This policy has been developed in accordance with the:

- **ADEK Student Behaviour Management Policy (Version 3.0)**
- **ADEK Child Protection Policy**
- **ADEK Inclusive Education Policy**

2. Definition of Bullying

Bullying is unwanted, aggressive behaviour that:

- ✓ Involves a real or perceived power imbalance; and
- ✓ Is repeated over time or has the potential to be repeated.

Types of Bullying:

- **Verbal:** Name-calling, threats, insults, racist or discriminatory remarks.
- **Physical:** Hitting, pushing, damaging property.
- **Social/Relational:** Spreading rumours, exclusion, public humiliation.
- **Cyberbullying:** Using digital platforms to harass, threaten, or embarrass.
- **Discriminatory:** Targeting based on race, religion, nationality, gender, disability, or other protected characteristics.

3. Aims

Through this policy, we aim to:

- Create an environment where bullying is never acceptable.
- Empower students to report concerns.
- Equip staff with tools to prevent and address bullying.
- Support parents as partners in prevention and response.
- Foster positive relationships and resilience.

4. Prevention Strategies

Muna British Academy implements whole-school prevention including:

- ✓ Annual Anti-Bullying Week and assemblies.
- ✓ Student Wellbeing Ambassadors and Peer Mentoring.
- ✓ Monthly themed activities promoting inclusion and kindness.
- ✓ Digital citizenship education.
- ✓ Clear classroom charters based on the Bee Rules: **Bee Safe, Bee Kind, Bee Hardworking.**
- ✓ Visual reminders and student-created anti-bullying displays.

5. Reporting Bullying

All members of our community have a responsibility to report bullying.

Students can report by:

- Speaking to any trusted adult.
- Using the anonymous digital reporting tool.
- Approaching Student Wellbeing Ambassadors.

Parents can report by:

- Contacting the class teacher, Head of Year, or Assistant Principal - Pastoral.
- Emailing the dedicated pastoral team address.

Staff must:

- Record all reports on CPOMS immediately.

- Notify the Assistant Principal - Pastoral and, if needed, the Designated Safeguarding Lead.

6. Investigation Procedures

All reports will be treated seriously. Investigations will:

1. Be prompt and confidential.
2. Involve interviews with all parties.
3. Consider evidence (witness accounts, messages, etc.).
4. Determine whether behaviour meets the definition of bullying.
5. Record all findings in CPOMS.

Students and parents have the right to share their perspective before decisions are made.

7. Responding to Bullying

Victims will be supported by:

- A named staff mentor.
- Counselling or wellbeing services if needed.
- Safety plans to prevent further incidents.

Perpetrators will:

- Be supported to understand the impact of their behaviour.
- Receive appropriate consequences in line with the Behaviour Policy (graduated response up to suspension for severe or repeated bullying).
- Participate in restorative processes when appropriate.

Interventions may include:

- Mediation and restorative conferences.
- Behaviour contracts.
- Individual Behaviour Plans.

8. Cyberbullying

Cyberbullying will be treated with equal seriousness. Incidents occurring outside of school will be addressed if they impact the wellbeing of any member of the school community.

Responses may include:

- Removal of device access during school.
- Parent meetings and digital safety guidance.
- Reporting to authorities if threats or criminal acts are involved.

9. Staff Responsibilities

All staff must:

- Model respectful behaviour.
- Be vigilant and intervene early.
- Record and report any concerns immediately.
- Support both the victim and perpetrator in line with this policy.
- Undertake annual training in anti-bullying and safeguarding.

10. Parental Engagement

We work in partnership with parents through:

- ✓ Anti-bullying workshops and information sessions.
- ✓ Sharing resources about positive discipline and online safety.
- ✓ Clear communication about school expectations and responses.

11. Monitoring and Evaluation

- All incidents are recorded and analysed termly to identify trends.
- Annual surveys gather feedback from students, staff, and parents.
- Termly reviews of this policy ensure it remains current.
- A summary of anti-bullying initiatives is shared in newsletters and the annual report.

12. Links to Other Policies

This policy should be read alongside:

- Behaviour for Learning Policy
- Child Protection Policy
- Online Safety Policy
- Inclusion Policy

13. Policy Review

This policy will be reviewed annually by the Senior Leadership Team and updated to reflect:

- ADEK policy updates.
- School self-evaluation.
- Stakeholder feedback.