



Saint Andrew's International High School

ANTI-BULLYING POLICY

Policy Approval Date: April 2025

Review Cycle: Biennial

Next Review Date: April 2027

General Statement

Bullying occurs in schools and in all walks of life. At SAIntS we deplore bullying and we take a 'zero tolerance' approach to bullying in all its forms. This approach is applicable to all members of the School whether adults or students. Every stakeholder has the right to come to School without fear of bullying.

Rationale

Prevention is key. Education and raising awareness of difficulties is vital in helping to prevent bullying. In addition, a 'zero-tolerance' approach must be in place. All stakeholders must be aware that action will be swift in cases of suspected bullying.

For all purposes of tackling bullying, including prevention, raising awareness and investigation, the School refers to the definition provided by the **Anti-Bullying Alliance**.

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online."

The School recognises that bullying can be a group behaviour which occurs within a more complex dynamic than simply 'bully vs. victim'. Various roles within the group may include:

- Ringleader
- Target
- Reinforcer
- Defender
- Assistant
- Outsider

In such terms, laughing or encouraging the ringleader (Reinforcer), or witnessing the bullying but taking no action (Outsider), is condoning the behaviour and will also result in proportionate action by the School which is likely to include sanctions. It must also be made clear to all parties that simply standing by and not reporting incidents of bullying is not tolerated; it must be reported.

Aims & Objectives

- To keep students and staff safe and happy at school
- To reduce instances of bullying
- To act swiftly in response to accusations
- To ensure a fair process of investigation is carried out



Procedures

The School takes a proactive, student-centred approach and puts in place Power for Good (P4G) Ambassadors and/or a Student Wellbeing Committee, who are trained in how to spot and deal with bullying as well as being a friendly, go-to person.

The School will celebrate annually Anti-Bullying Week with a focus on the responsibility of all stakeholders to take a role in preventing bullying.

The School provides Pastoral and Student Welfare teams, including dedicated staff including Heads of Year, School Counsellor and Designated Safeguarding Leads trained in how to counsel bullies and their targets.

Actions

If someone is the victim of bullying or they witness bullying, they must talk to a trusted adult and report it. Students may approach one of our P4G Ambassadors who have been trained to respond appropriately.

In the event of student bullying (including within Boarding), the Head of Year must be informed.

All concerned parties will be interviewed by the lead member staff and the incident will be recorded and logged on Go4Schools and, if necessary, **MyConcern**.

In cases of student bullying:

First/Minor Offence: The Head of Year is likely to be the person leading the actions

Repeat/Major Offence: Senior member of staff (SLT) will intervene

Statements must be taken in accordance with school systems using the correct paperwork.

Depending upon the severity of the incident, the following actions may be deemed appropriate.

- Parents will be informed
- Restorative justice or mediation meeting if the victim is willing to have this
- Counselling sessions offered (for both perpetrators and victims)
- Discussions which make it clear to the bully and/or reinforce how the victim feels
- Signed agreement from the bully that the bullying will cease
- Official warnings (verbal or written)
- Detention (students)
- Temporary internal exclusion
- Temporary external exclusion
- Permanent exclusion

Staff link: Assistant Headteacher