

Anti-Bullying Policy

1 Introduction

- 1.1 We aim to establish a whole school positive culture in which all members of the community feel safe and confident, and treat each other with respect and courtesy, particularly with regard to individual differences. The School prides itself on its respect and mutual tolerance. Parents/guardians have an important role in supporting the School in maintaining high standards of behaviour. It is essential that there are consistent expectations of behaviour both at school, online and at home, and that the School and parents co-operate closely together.
- 1.2 We believe that pupils should have the right to feel safe, secure, and valued and that creating a safe environment and dealing with bullying is everyone's responsibility.
- 1.3 We support a range of positive strategies to deal with bullying and actively challenge the use of humiliation, fear, ridicule, and other similar approaches in an effort to reduce bullying.
- 1.4 We treat all our pupils and their parents fairly, and with consideration, and we expect them to respect the staff, the School and each other, in return. All forms of bullying are unacceptable at the School (including cyberbullying, prejudice-based and discriminatory bullying) and any instances of bullying will be recorded and, where appropriate, will result in disciplinary action in accordance with the School's Behaviour Policy.
- 1.5 This policy should be read and understood in the context of our Behaviour Policy, Equality and Diversity Policy, Safeguarding Policy, Suspension, Expulsion and Removal in Other Circumstances Policy and our approach to personal, social, healthcare and economic education.
- 1.6 Our policy has been written in the context of our responsibilities under:
 - Ley Orgánica 8/2021 4 junio de Protección Integral a la Infancia y la Adolescencia frente a la Violencia*
 - The Independent School Standards Regulations 2014 (as amended)/British School Overseas Standards.
 - Guidance from Keeping Children Safe in Education September 2024
- 1.7 As a Cognita school, we have signed up to the principles embodied within our group associate membership of the Anti-Bullying Alliance (ABA), linked to the National Children's Bureau, NSPCC, The Diana Award, Online Safety, including access to specialist training of staff to support our best efforts to eradicate bullying in school.
- 1.8 This policy is available to parents of pupils and prospective pupils on our website and on request. It is also communicated to all staff.
- 1.9 This policy applies to all pupils and applies to actions undertaken both inside, and outside of the school.

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- 5.3 The School recognises that children with SEND, or certain health conditions can face additional safeguarding challenges and may be more prone to peer-on-peer group isolation or bullying (including prejudice-based bullying) than other children. The school also recognises that certain children may face additional barriers to reporting an incident because of their vulnerability, disability, sex, ethnicity and/or sexual orientation.
- 5.4 Pupils who are victims of bullying will be supported and reassured that they will be kept safe. Pupils who have engaged in bullying behaviour will be subject to appropriate

8 Our Procedures

- 8.1 If a member of staff suspects that bullying is taking place, or a disclosure is made to them about an incident of bullying, they should always consult a senior member of staff. Under the guidance of a senior staff member, an age-appropriate investigation should take place. Separate meetings would usually be arranged with those involved to establish their version of events and assure them that the situation will be dealt with sensitively but firmly and fully. Appropriate notes of the meeting will be taken by the staff member either during or after the conversation, as appropriate.
- 8.2 Parents of both parties will be kept informed about how the alleged bullying is being handled as appropriate.
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- 8.3 Bullying behaviour will normally be addressed through the provision of counselling for all parties involved. A proven allegation of serious
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9 Monitoring and Evaluation

- 9.1 Each Headteacher is responsible for maintaining a behaviour log which includes instances of bullying. The School's leadership team is responsible for the implementation and procedural monitoring of the policy.
- 9.2 The Headteacher or a designated member of SLT will review all incidents of reported bullying to help identify patterns of behaviour, so that the School can take appropriate steps to address bullying behaviours within the School. Records of bullying incidents will also be used to evaluate the effectiveness of the School's anti-bullying procedures, and to highlight any necessary amendments.
- 9.3 Headteachers report on behaviour and bullying at governance meetings. This forms the monitoring and evaluation function of the proprietor.
- 9.4 Where there are concerns regarding the school's approach to dealing with bullying, these will be explored by the Director of Education Europe.

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Wales	No
Spain	Yes
Switzerland	No
Italy	No
England	No
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Related Documentation	
Related documentation	Behaviour Policy Safeguarding and Child Protection Policy Exclusion Policy Equality and Diversity Policy <i>Ley Orgánica 8/2021 4 junio de Protección Integral a la Infancia y la Adolescencia frente a la Violencia</i>