

Policy:

Anti-Bullying

1. Introduction

At Thames British School, we are committed to maintaining a safe, inclusive, and supportive environment where all students, staff, and visitors feel valued and protected. Effective incident reporting and management are essential to upholding these values and ensuring that every member of our community can thrive.

This policy outlines the mechanisms for reporting, documenting, and managing non-safeguarding incidents. It aligns with our commitment to excellence and transparency, as expressed in our guiding principles:

At Thames British School Warsaw, we c | a | r | e

Our Principles:

We care:

- that every one of our students reaches their full potential, academically, socially and emotionally;
- that every student is safe and feels safe at school, and this means we are all responsible all of the time;
- that communication and our choice of language is inclusive and respectful;
- about our behaviour and what it may communicate to others. We conduct ourselves in an ethical manner and with integrity at all times;
- about our communities culture, behave in a manner that fosters our values and insist that all members of our community do the same; and
- about learning first and foremost. Teachers are considered facilitators of learning and models for our community and its culture.

Our values:

c	Collaborative & Compassionate	We work together when needed to get the job done. We value the work of others, are compassionate, and recognise that success is mutually beneficial
a	Authentic	We are real, genuine and honest. We are true to ourselves and our community and represent our-selves as such with integrity
r	Responsible & Resilient	We have an obligation to reach our potential and fight to do so. We are accountable for our actions and utterances, and demonstrate respect for others needs and our environment. We don't give up.
e	Enlightened	We act on evidence, are factually well-informed, tolerant of alternative opinions, and guided by rational thought.

2. Aim

At Thames British School, we are committed to providing a safe, inclusive, and nurturing environment where every student feels respected, valued, and supported. Bullying in any form—whether verbal, physical, emotional, or cyberbullying—is not tolerated.

Guided by the principles of Diversity, Equity, Inclusion, Justice, and Belonging (DEIJB), this policy aims to ensure that all members of our school community can develop free from intimidation, prejudice, or harm. By adopting and enforcing this policy, Thames British School underscores its dedication to eradicating bullying and creating a community where everyone feels respected, included, and valued.

3. Scope

This policy applies to all members of the school community, including students, staff, and visitors, and encompasses all school activities, including on-campus, off-campus, and online interactions.

4. Definitions

Bullying is **intentional**, **repetitive**, and **harmful** behaviour that **exploits power imbalances**. It can include, but is not limited to:

- **Physical:** Hitting, pushing, or damaging property.
- **Verbal:** Name-calling, insults, threats, humiliation or persistent negative comments or criticism.
- **Emotional:** Exclusion, spreading rumors, or manipulation.
- **Cyberbullying:** Using digital platforms to harm, harass, or demean others.
- **Sexual bullying:** Involves unwanted sexual comments, actions, or attention that can harm the dignity and emotional well-being of individuals.
- **Prejudicial bullying:** Targeting someone based on their identity, beliefs, or characteristics and using these as a means of exerting power.

5. Preventative Measures

5.1 Awareness and Education

- Regular training for staff and students on recognising, preventing, and addressing bullying and discrimination.
- Consider a range of opportunities and approaches for addressing bullying through the pastoral programme.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as Anti-bullying Week and various activities, such as: displays, assemblies, events, the Student Council initiatives, etc.
- Provide systematic opportunities to develop students' social and emotional skills, including building their resilience and self-esteem.
- Discuss with students differences between people that could motivate bullying, such as: disabilities, special education needs, children with different family situations, religion, ethnicity, disability, gender, sexuality or appearance related differences.
- Integrate the principles of dignity, equity, integrity, justice and belonging into various initiatives and activities to foster empathy, understanding, and respect for differences.

5.2 Environment - Promoting a Culture of Inclusion

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Celebrate cultural diversity through school events and activities.

- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of bullying.
- Challenge practice and language, including teasing, which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Celebrate success and achievements to promote and build a positive school ethos.

6. Reporting and Responding to Bullying

6.1 Reporting

- Students, staff, or parents report bullying to the DSL.
- All reports will be taken seriously and handled confidentially.

6.2 Investigation

- The DSL will investigate all reports within a timely manner.
- The Case Management Team will be convened as necessary.
- The process will involve interviews with all parties involved and witnesses, if any.

6.3 Intervention and Support

- Immediate action will be taken to stop the bullying, including separating involved parties if necessary.
- Counselling and support services will be offered to both the victim and the perpetrator.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with relevant school policies.

6.4 Consequences

- Appropriate disciplinary measures will be applied as per the **Student Accountability and Responsibility Guidelines**.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or if a child is felt to be at risk of significant harm.

7. Support for Victims and Perpetrators

7.1 For Victims

- Access to counselling, pastoral and emotional support, engaging with parents and carers.
- A tailored safety plan to ensure the victim feels secure in the school environment.
- Where necessary, working with the wider community and local / national organisations to provide further or specialist advice and guidance.

7.2 For Perpetrators

- Counselling and education to address underlying issues and prevent recurrence.
- Sanctioning, in line with **Student Accountability and Responsibility Guidelines**.
- Informing parents / carers to help change the attitude and behaviour of the child.
- Where necessary, working with the wider community and local / national organisations to provide further or specialist advice and guidance.

8. Addressing Bullying Among Adults

At Thames British School, we are committed to fostering a professional environment built on respect, inclusion, and collaboration. Bullying among adults, whether between staff, parents, or volunteers, undermines this ethos and is strictly prohibited. The school will take all reports of adult-to-adult bullying seriously and address them promptly and effectively.

Procedures for Handling Adult Bullying

1. Reporting Bullying:

- Reports should be made by the affected individual or witnesses to the Head of School.
- The Head of School will inform the Executive Head of Schools.

2. Initial Assessment:

- The Head of School will conduct a preliminary assessment to determine the nature of the issue, its impact, and any immediate steps required to ensure the well-being of all parties.

3. Investigation:

- A thorough and impartial investigation will be carried out, gathering statements from the affected individual(s), the alleged perpetrator(s), and any witnesses.
- The process will follow principles of fairness, respect, and confidentiality.

4. Resolution and Actions:

- If bullying is substantiated, appropriate actions will be taken, which may include mediation, formal warnings, training requirements, or disciplinary measures up to and including termination of employment.
- Both the affected party and the individual accused will be informed of the outcome of the investigation.

9. Monitoring and Review

The school will conduct an annual review of this policy and its implementation.