

Anti-Bullying Policy

BBEVA welcomes students with diverse educational backgrounds and goals. We are committed to providing flexible curricula and learning experiences that cater to students' interests while also considering other life priorities and setting a structured growth path for them. We strive to create the following conditions:

- A purposeful learning environment
- An atmosphere that encourages students to focus and challenge themselves
- A culture where every child feels safe and valued

To achieve this vision, we have established three core objectives:

1. To provide a high-quality, positive, and inclusive learning experience and environment that inspires all students to discover, develop, and realise their potential, making outstanding progress regardless of their starting point.
2. To promote desirable behaviour, mutual respect, and maximum engagement in learning through our actions and wider culture.
3. To recognise each student's progress, whether social, emotional, academic, or otherwise, fostering self-esteem and respect for oneself and others.

● **Core Themes of Our Vision**

Participation

We believe that educational success stems from students actively engaging in learning, including attending live classes, utilising lesson recordings and resources, submitting assignments, interacting actively with peers, and using feedback to improve. We create a culture for both staff and students to reflect on their efforts and act with integrity, encouraging them to contribute positively to the school community and ultimately make a positive impact on the world.

Holistic Development

In this rapidly evolving digital world, we place great importance on the holistic development of our students, helping them develop the tools and attitudes to navigate technological challenges and global relationships positively. We have robust measures in place to prevent negative incidents such as bullying and disruption within the school.

Inclusivity and Flexibility

We advocate for an inclusive education system, dedicated to supporting every child, regardless of additional needs, in becoming the best version of themselves through flexible teaching and support.

- **Zero Tolerance for Bullying**

At BBEVA, we firmly believe that any form of bullying is unacceptable. Bullying not only harms students' social and emotional well-being but also hinders their personal development, and it will never be tolerated. Upon receiving a bullying report, we will thoroughly investigate and take appropriate measures. We will make it clear that any intentional harm to others will not be accepted, and we will implement relevant disciplinary actions and preventative measures. Additionally, we will collaborate with parents, guardians, and teachers to support students in dealing with bullying both inside and outside of BBEVA.

This policy aims to prevent and eliminate all forms of bullying within the BBEVA to the fullest extent reasonably practicable. It is concise and should be read alongside BBEVA's Behaviour and Discipline Policy.

1. Why is an anti-bullying policy necessary?

Every pupil has the right to develop their potential across all areas of the curriculum in a safe environment, where they are treated fairly, with consideration and respect, and without fear of being bullied by peers, staff, or parents. Similarly, all staff have the right to perform their duties safely and to be treated with fairness, respect, and consideration, free from bullying by pupils, colleagues, or parents.

BBEVA's anti-bullying policy is essential to protect and uphold these rights. It ensures that all members of the BBEVA community, as well as the wider community, understand the procedures to follow in cases of bullying or suspected bullying, and that such incidents are taken seriously and addressed promptly.

In certain cases, bullying behaviours—such as harassment, threats, or physical harm—may also require involvement from external agencies or law enforcement authorities, alongside BBEVA's own response.

2. Definition of Bullying

- **Verb:** To treat another cruelly, threaten, intimidate or oppress them physically or mentally.
- **Noun:** A bully is someone who habitually inflicts cruelty on those weaker than themselves.

- **Key Characteristic:** Bullying is intentional, repeated behaviour designed to cause physical or emotional harm.
 - i. Physical bullying – A student may be subjected to physical attacks such as punching, kicking, hitting, or spitting.
 - ii. Verbal and gestural bullying – Verbal abuse may include name-calling, insults, or offensive gestures.
 - iii. Exclusion – A student may be deliberately excluded from discussions or activities, even by those they consider friends.
 - iv. Racial bullying – A student may face discrimination or bullying based on racial differences.
 - v. Religious bullying – Discriminatory actions based on differing religious beliefs or doctrines.
 - vi. Cultural bullying – A student may be discriminated against due to differences in cultural customs or social practices.
 - vii. Sexual/Sexist bullying – Bullying that occurs due to differences in gender.
 - viii. Homophobic bullying – Discriminatory behaviour arising from the perception that one or more students are homosexual or display effeminate characteristics.
 - ix. Special Educational Needs and Disability bullying – A student may be targeted due to their need for additional support related to special educational needs or physical disabilities.
 - x. Damage to or theft of property – Students' belongings may be damaged or stolen, with bullies possibly using physical threats to coerce the surrender of property.
 - xi. Cyberbullying – Students may be subjected to deliberate and hostile behaviour by individuals or groups via mobile or digital technology, intended to harm others.

3. Forms of Bullying

1) Prejudice-Based Bullying

Targeting characteristics protected under the Equality Act 2010, including:

- Race, religion, culture
- Gender, sexual orientation (LGBTQ+)
- Special educational needs, disability
- Adopted status or young carer role

2) **Cyber-Bullying**

Using social media, mobile phones, text messages, photographs or email to harass or intimidate.

Bullying always involves a more powerful individual or group causing distress to someone perceived as weaker—through taunts, exclusion, physical or verbal violence.

4. **Zero-Tolerance**

- Any form of harassment, intimidation or exclusion is strictly prohibited.
- Confirmed incidents trigger our full handling procedure; serious cases become Child Protection concerns and may be reported to police or social services.
- Bullying of students with learning difficulties or disabilities is equally unacceptable.

“Bullying in school should be taken very seriously; it is not a normal part of growing up and it can ruin lives.” — UK Department for Education

5. **Legal Responsibilities**

All staff must:

- 1) Promote good behaviour and safeguard students' welfare.
 - 2) Prevent, identify and address all forms of bullying.
 - 3) Ensure that pupils, especially those with special needs or disabilities, are free from harassment and have effective means of communication and support.
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6. **Handling Procedure**

a. Problem Identification

- Any online or offline bullying report must be acknowledged and acted upon immediately.

b. Immediate Intervention

- Stop the bullying on the spot, record facts, and submit a written report to edu@bbeva.com within 24 hours.

c. Headmaster Review

- Both the victim and perpetrator meet with the Head.
- Sanctions sufficient to deter further bullying (warnings, suspension, or expulsion) are imposed according to severity.

d. Child Protection

- If there is a risk of significant harm, notify the Designated Safeguarding Lead (DSL) and refer to external agencies at once.

e. Educational Guidance

- Through lessons, assemblies, drama, literature and group projects, teach students about diversity, empathy and respectful language.

f. Positive Reinforcement

- Acknowledge or reward any student who reports or helps stop bullying, whether directly or as a bystander.

g. Record-Keeping

- BBEVA retains all incident records to monitor individual cases and detect wider patterns.

7. Prevention & Training

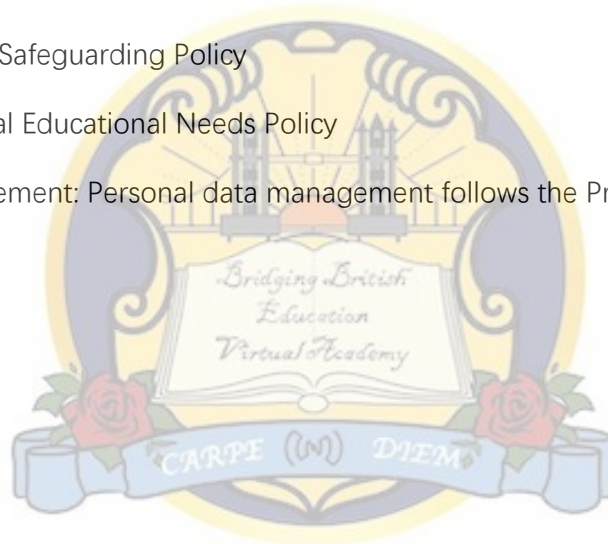
Bullying and any form of abuse will never be tolerated or downplayed. We encourage students to stay alert at all times and recognise the negative impact that others' words and actions can have.

We reinforce this awareness through the following methods:

- Teacher/Tutor-led sessions: Guiding students to identify bullying behaviours and teaching them how to respond when they are victims, witnesses, or bystanders.
- School activities: Promoting inclusive values, supporting campaigns like Anti-Bullying Week, and teaching appropriate response strategies.
- Curricular education: Celebrating differences and fostering healthy communication through relevant subjects (such as English, History, and Languages).
- External communication: Clearly conveying our core values in marketing and recruitment materials.
- Daily interactions: Staff modelling respect, kindness, and the value of individuality through everyday actions.
- Student feedback mechanisms: Gathering feedback from students on topics such

as well-being and bullying.

- Intervention and response: Including restorative conversations, behavioural interventions, and disciplinary actions, strictly in accordance with the behaviour policy.
- Student policy guidance: Including behaviour codes, induction procedures, and training on tool usage.
- Information notices and reminders: Posting reminders on the learning platform.
- Parental support: Guiding parents to monitor online activity, maintain open communication, and provide advice on handling issues.
- Annual training for all staff: All staff must complete child protection training, including online safety, and be familiar with this policy and related policies:
 - Behaviour and Discipline Policy
 - E-Safety Policy
 - Child Safeguarding Policy
 - Special Educational Needs Policy
- Data management: Personal data management follows the Privacy Policy.



If you have any questions about this policy, please contact: Email: admin@bbeva.com

Last Reviewed: July 2025

Next Review: July 2026