

IRIS School Anti-Bullying Policy

Effective Date: Sep 2025

Review Date: Sep 2026

1. Purpose

The purpose of this Anti-Bullying Policy is to promote the well-being and safety of all students at IRIS School by preventing and addressing all forms of bullying. We aim to create an environment where every student feels safe, respected, and valued.

2. Scope

This policy applies to all students, staff, parents, and volunteers at IRIS School and covers all forms of bullying, including but not limited to physical, verbal, social, and cyberbullying.

3. Policy Statement

IRIS School is committed to providing a safe and nurturing environment for all students. Bullying of any kind is unacceptable and will not be tolerated. We recognize that bullying can have a significant impact on students' mental health and academic performance, and we are dedicated to preventing and addressing it effectively.

4. Definition of Bullying

Bullying is defined as repeated aggressive behaviour that can be physical, verbal, or relational, and includes the following forms:

- **Physical Bullying:** Hitting, kicking, pushing, or any form of physical intimidation.
- **Verbal Bullying:** Insulting, teasing, threatening, or using derogatory language.
- **Social Bullying:** Exclusion from groups or activities, spreading rumours, or manipulating social relationships.
- **Cyberbullying:** Bullying that occurs through digital platforms, including social media, texting, and online gaming.

5. Aims and Objectives

- To raise awareness of bullying and its impact on students.
- To establish clear procedures for reporting and addressing incidents of bullying.
- To promote a culture of respect, inclusion, and acceptance within the school community.
- To provide training for staff, students, and parents about bullying and how to prevent it.

6. Reporting Procedures

- All students and staff are encouraged to report incidents of bullying immediately. Reports can be made to a trusted staff member, a designated Anti-Bullying Lead, or through an anonymous reporting system.
- Reports will be taken seriously and investigated promptly.

7. Investigation Procedures

- Upon receiving a report of bullying, the Anti-Bullying Lead will review the situation and initiate an investigation.
- The investigation will include:
 - Speaking with the victim, the alleged bully, and any witnesses.
 - Gathering any relevant evidence (e.g., messages, photos).
 - Documenting the findings.

8. Support for Victims

- Victims of bullying will receive appropriate support, which may include counselling services, peer support, and regular check-ins from a staff member.
- The school will work with the victim to develop a plan for ensuring their safety and comfort.

9. Sanctions for Bullies

- Depending on the severity of the bullying and the individual circumstances, sanctions may include:
 - A verbal warning.
 - A written reprimand.
 - Participation in restorative justice or mediation meetings.
 - Suspension or expulsion in cases of severe or repeated bullying.
- The focus will be on educating the bully about the impact of their actions and encouraging positive behaviour change.

10. Prevention Strategies

- The school will implement proactive measures to prevent bullying, which may include:
 - Comprehensive anti-bullying education for students.
 - Workshops and training for staff on recognizing and addressing bullying behaviour.
 - Programs to promote social-emotional learning, empathy, and conflict resolution.
 - Regular review and enhancement of the school's anti-bullying strategies.

11. Involvement of Parents and Guardians

- Parents and guardians play an essential role in combating bullying. The school will:
 - Provide information and resources about recognizing and addressing bullying.
 - Encourage open communication between parents and the school regarding their children's experiences.
 - Involve parents in conversations about bullying prevention initiatives.

12. Monitoring and Evaluation

- The effectiveness of this policy will be monitored through:
 - Regular surveys to gather feedback from students and staff about bullying and the school climate.
 - Analysing incident reports and outcomes to assess trends and areas for improvement.
- The policy will be reviewed annually to ensure its relevance and effectiveness.

13. Related Policies

This policy should be read in conjunction with other relevant school policies, including:

- Safeguarding Policy
- Mental Health Policy
- Equal Opportunities Policy

14. Conclusion

At IRIS School, we believe that every student has the right to a safe, inclusive, and supportive learning environment. Through the implementation of this Anti-Bullying Policy, we aim to foster a school culture that respects diversity and encourages kindness among all members of our community.

Review and Approval

This policy will be reviewed annually by the school management team and approved by the governing body.