



EIST Anti-Bullying Policy 2025-2026

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1. Scope / Rationale / Framework:

This policy applies to all members of the school community at EIST, including students, staff, parents/carers, and visitors. It covers behaviour occurring:

On school premises

During school-related activities (trips, events, online learning)

In digital environments where behaviour impacts the school community

The policy is grounded in international safeguarding standards and aligns with British Schools Overseas (BSO) expectations and Cambridge international principles.

EIST is committed to ensuring a safe, inclusive and respectful environment in which all students can learn and thrive, free from bullying, harassment, and discrimination.

2. Aims and Objectives:

- The school aims to:
 - Provide a safe and secure environment for all students
 - Foster a culture of respect, inclusion, and mutual responsibility
 - Ensure all students feel confident to report concerns
 - Prevent bullying through education, awareness, and early intervention
 - Promote positive relationships and emotional wellbeing
 - Support both victims and those displaying bullying behaviour through restorative and educational approaches
 - Work in partnership with parents and the wider community.

3. Glossary and Key Definitions:

- Bullying is defined as:
 - Deliberate, repeated behaviour intended to cause physical, emotional, or psychological harm.
- Forms of Bullying:

Bullying may include, but is not limited to:

- Verbal (e.g. name-calling, threats)

- Physical (e.g. hitting, pushing)
- Social (e.g. exclusion, spreading rumours)

- Psychological (e.g. intimidation, humiliation)
- Cyberbullying (e.g. misuse of digital platforms)
- Property-related (e.g. theft, damage) Bystander

A person who witnesses bullying behaviour. At EIST, bystanders are expected to report concerns and not remain passive.

4. Policy Statements

- EIST promotes a whole-school approach based on the following principles:
 - A zero-tolerance approach to bullying, discrimination, and harassment
 - Recognition that all members of the community share responsibility for maintaining a safe environment
 - Commitment to an inclusive ethos where diversity is respected and valued
 - Assurance that all reports are taken seriously and addressed promptly
 - Encouragement of a culture of openness, where students feel safe to speak up
 - Promotion of student voice and participation in shaping a respectful community
 - Acknowledgement that bullying behaviour may require both sanctions and support
- The school fosters a culture where:
 - Respect for others is actively taught and modelled
 - Differences are seen as strengths
 - Students understand that inaction (being a bystander) contributes to harm

5. Reporting and Dealing with Incidents

Reporting :

Students are encouraged to report bullying to:

- Teachers
- Homeroom tutors
- Pastoral staff
- Safeguarding leads

Parents are also encouraged to contact the school if concerns arise.

- Students are reassured that:

- They will be listened to seriously
 - Their concerns will be handled sensitively and confidentially
 - Reporting is a positive and responsible action
 - Response Procedures
- When an incident is reported:
- Immediate Action
 - Ensure the safety and wellbeing of all students involved
 - Investigation
 - Gather information from all parties
 - Maintain fairness and confidentiality
 - Recording
 - Document the incident in line with safeguarding procedures
 - Intervention
 - Apply appropriate responses, which may include:
 - Restorative conversations
 - The “no blame” approach where appropriate
 - Behavioural sanctions (if required)
 - Pastoral support
 - Follow-Up
 - Monitor the situation to ensure resolution
 - Provide ongoing support

6. Enforcement of Policy:

- The school ensures consistent implementation through:
 - Staff supervision during break and lunchtimes
 - A structured pastoral care system
 - Clear behaviour expectations and codes of conduct
 - Regular staff training on safeguarding and behaviour management
 - Integration of anti-bullying education into the curriculum (PSHE, assemblies, homeroom)
- Additional preventive measures include:
 - Peer support and buddy systems
 - Awareness campaigns and student-led initiatives
 - Encouraging empathy through discussion, role play, and reflection
 - Active collaboration with parents

Sanctions will be applied where necessary, in line with the Behaviour Policy, while maintaining a focus on education and restoration.

7. Role of the Designated Contact Staff Member:

- The Designated Contact Staff Member (e.g. Safeguarding Lead or Pastoral Lead) is responsible for:
 - Acting as the primary point of contact for bullying concerns
 - Ensuring all incidents are recorded, monitored, and followed up
 - Supporting students affected by bullying
 - Coordinating with staff, parents, and external agencies where required
 - Providing guidance to staff on appropriate interventions
 - Monitoring patterns or trends in behaviour
 - Contributing to policy review and development

They ensure that all actions taken are in line with safeguarding procedures and BSO expectations.

Signature:

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Date:	Date:
	