



SAPIENS INNOVATIVE SCHOOL

Anti-Bullying Policy

1. Purpose

This policy affirms our commitment to providing a safe, respectful, and inclusive environment, free from bullying and harassment. Bullying is incompatible with the values and learning culture of Sapiens Innovative School and will not be tolerated in any form.

2. Definition of Bullying

Bullying is intentional, repeated behaviour that causes physical, emotional, or psychological harm. It involves a real or perceived power imbalance. Bullying can be:

- **Physical:** hitting, pushing, damaging belongings
- **Verbal:** name-calling, threats, insults
- **Social:** exclusion, spreading rumours, public humiliation
- **Cyberbullying:** harmful messages or posts online or via devices

3. Guiding Principles

- Every student has the right to learn without fear
- Bullying prevention is part of our broader commitment to wellbeing and inclusion
- Students, staff, and families share responsibility in identifying and responding to bullying

4. Prevention Strategies

Sapiens Innovative School promotes an anti-bullying culture by:

- Teaching empathy, communication, and conflict resolution
- Holding regular class and tutor discussions on respectful behaviour
- Encouraging student-led initiatives that build inclusion
- Providing supervision in common areas and digital environments

5. Reporting Procedures

Anyone—student, parent, or staff—can report bullying. Reports may be made:

- Directly to a teacher, tutor, or designated safeguarding lead (DSL)
- Through confidential communication channels (including anonymously)
- Via School Today or by email to a trusted staff member

All reports are taken seriously, and no retaliation is tolerated.



6. Response and Consequences

Once a report is received:

- The situation is assessed by the tutor or DSL
- A restorative approach is considered first (circle talk, mediation)
- Serious or repeated cases may lead to:
 - Parental involvement
 - Behavioural contracts
 - Temporary suspension
 - Removal from school in cases of ongoing harm

Support is provided to both the target and the student responsible.

7. Monitoring and Review

- Cases are documented and monitored for patterns
- Policy is reviewed annually or after any significant incident
- Students and families are regularly reminded of the school's zero-tolerance approach

Approved by:

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Headmaster

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