Thames British School Madrid
Anti-Bullying Policy

1. Policy Title

Anti-Bullying Policy

2. Purpose of the Policy

This policy ensures a safe, inclusive, and supportive learning environment by preventing and addressing all forms of bullying. It aligns with the school's mission: "To inspire positive changes through holistic education."

It promotes respect, well-being, and community responsibility for all members of the Thames British School (TBS) community.

3. Scope

This policy applies to:

- All TBS staff (teaching and non-teaching)
- Students
- Parents and carers
- External partners interacting within the school environment

4. Guiding Statements Alignment

Mission Alignment:

The Anti-Bullying Policy fosters holistic development by ensuring that all students can learn and grow in a safe, respectful, and nurturing environment.

Vision Alignment:

By promoting a culture of empathy, dignity, and global citizenship, the policy supports positive social impact and intercultural engagement.

Values Reflected:

- Integrity: Enforces ethical standards of respect and fairness.
- Collaboration: Involves students, parents, and staff in awareness, prevention, and response.
- Curiosity: Encourages exploration of relationships and identity through PSHE and assemblies.
- Resilience: Builds emotional strength and community support mechanisms to handle bullying.

5. Definitions

Bullying is behaviour that:

- Deliberately causes discomfort, distress, or threat
- Is repeated
- Leaves the victim feeling powerless

Forms of bullying include:

- Physical (hitting, pushing)
- Verbal (name-calling, mocking)
- Emotional (exclusion, spreading rumours)
- Cyberbullying (online or text harassment)
- Discriminatory (racist, sexist, homophobic behaviour)

6. Policy Statement

TBS is committed to opposing all forms of bullying. Every pupil has the right to a learning experience free from fear and distress. All members of the school are expected to treat each other with respect and consideration. Prompt and firm responses will be given to all bullying incidents.

7. Procedures / Implementation

For Pupils:

- Tell someone you trust
- Avoid showing distress
- Avoid areas where bullying occurs
- Walk away confidently
- Be proud of who you are

For Friends:

- Listen and support the victim
- Encourage them to seek help
- Avoid leaving them isolated

For Bystanders:

- Do not ignore bullying

- Tell an adult
- Support the victim

For Parents/Carers:

- Look for signs: bruises, withdrawal, poor performance
- Encourage open communication
- Contact the class teacher
- Collaborate on a support plan
- Report external bullying to the police

For Staff:

- Respond immediately and supportively
- Report to the Headteacher
- Complete incident forms
- Cooperate in full investigations

Headteacher Responsibilities:

- Ensure pupil support and safeguarding
- Apply Comunidad de Madrid's "Unidad de Convivencia" protocol
- Inform all stakeholders
- Keep behaviour logs and follow disciplinary procedures

Preventive Measures:

- PSHE and tutorial work
- Assemblies
- Peer support initiatives
- Displays of cooperative behaviour
- Staff awareness training
- Parent communication

8. Monitoring and Evaluation

- Bullying incidents logged in the Behaviour Log
- Review by Headteacher and Safeguarding team
- Annual policy review
- Reflection based on updates to the Comunidad de Madrid protocols
- Feedback from students and parents encouraged

9. Related Documents

- Safeguarding and Child Protection Policy
- PSHE Curriculum Plan
- Behaviour and Discipline Policy
- Comunidad de Madrid “Unidad de Convivencia” Protocol
- Equality and Diversity Policy

Relevant Forms (in Safeguarding folder):

- Link to official protocol: educa2.madrid.org Web Protocols

ANNEX Ia	Notificación al director	Notifying HoS and DSL
ANNEX Ib	Documento para alumnos	Student form
ANNEX II	Documento para la recogida de datos	Record for information gathering
ANNEX III	Acta de reunión para la toma de decisiones	Agreed actions
ANNEX IVa	Plan de intervención una vez detectado acoso escolar en el centro educativo	Protocol when bullying has been confirmed
ANNEX IVb	Plan de intervención diseñado por el centro de acuerdo con las propuestas del Anexo IVa	Final protocol when bullying has been confirmed
ANNEX IVc	Acta de seguimiento del Plan de Intervención	Follow up of Annex IVb
ANNEX V	Comunicación dirigida a la Fiscalía de Menores	Informing Juvenile Prosecutor’s office
ANNEX VI	Informe al Director de Área Territorial	Informing Territorial Area Director
ANNEX VII	Modelo de Acta de Reunión con las familias	Meeting with families
ANNEX VIII	Hoja complementaria al anexo	Extra page for recording for any annex

10. Approval and Review Dates

- Creation Date: September 2023
- Approved by: Alex Martinez, Headteacher
- Next Review Due: September 2024
- Next Review Due September 2026