



British International Remote School (BIRS)

Anti-Bullying Policy

Academic Year 2026–2027

Document Version: 1.0 (First Draft — Pending Review)

Policy Owner: The Principal

Approval Date: 13 July 2026

Review Date: 13 July 2026

Next Review: July 2027

Effective Date: [To be confirmed on approval]

This is a first draft prepared for BIRS Management review and has not yet been formally approved.

1. Purpose and Ethos

BIRS is committed to providing a safe, supportive, and inclusive online learning environment in which bullying of any kind is not tolerated. All members of the BIRS community have the right to learn and work free from bullying, harassment, and intimidation.

This policy should be read alongside the BIRS Behaviour Policy, Safeguarding and Child Protection Policy, Online Safety Policy, and Equality, Diversity & Inclusion Policy.

2. Definition of Bullying

Bullying is repeated behaviour intended to hurt another person, either physically or emotionally, and can involve an imbalance of power between those involved. In an online school context, bullying most commonly takes the form of:

- Cyberbullying: unkind, threatening, or humiliating messages, comments, or content sent via BIRS platforms, chat functions, or email.
- Verbal bullying: name-calling, mocking, or intimidating comments during live lessons.
- Exclusion: deliberately excluding a student from group activities, breakout rooms, or peer interactions.
- Identity-based bullying: bullying related to a protected characteristic (e.g. race, religion, disability), which is treated with particular seriousness in line with the Equality, Diversity & Inclusion Policy.

A single unkind comment, while always addressed, is generally treated as a behaviour matter under the Behaviour Policy rather than bullying, unless it is severe enough to be treated as bullying from the outset.

3. Scope

This policy applies to bullying that takes place during live lessons, on BIRS platforms and communication tools, and — where it affects a student's wellbeing or ability to learn at BIRS — bullying that originates outside BIRS-organised activities but involves BIRS students.

4. Prevention

BIRS takes a proactive approach to preventing bullying, including:

- Embedding respect, kindness, and digital citizenship within the curriculum and school culture.
- Clear communication of expectations at induction and throughout the academic year.
- Staff training to recognise early signs of bullying, including in an online environment.
- Encouraging students to report concerns, including on behalf of others, without fear of reprisal.

5. Reporting a Concern

Any student, parent, guardian, or staff member who becomes aware of suspected bullying should report it as soon as possible to a teacher, the Designated Safeguarding Lead (DSL), or via contact@thebirs.co.uk. Reports will be taken seriously regardless of who raises them.

6. Responding to Bullying

Where a concern is reported, BIRS will:

- Listen to and record the concerns of all students involved, factually and without leading questions.
- Investigate promptly and proportionately.
- Take appropriate action under the Behaviour Policy, which may include a formal conversation, a behaviour support plan, parental involvement, or, in serious or repeated cases, restriction of access to BIRS Services.
- Provide pastoral support to the student who has experienced bullying.
- Where the behaviour involves a safeguarding risk, act in parallel under the Safeguarding and Child Protection Policy.

Parents/guardians of all students directly involved will normally be informed, in a manner that is proportionate and protects confidentiality where appropriate.

7. Roles and Responsibilities

Teachers and Staff

Remain vigilant for signs of bullying, respond promptly to concerns, and model respectful behaviour.

The Designated Safeguarding Lead (DSL)

Oversees the handling of bullying concerns that raise safeguarding considerations.

The Principal

Has overall responsibility for this policy and its effective implementation.

Parents/Guardians

Encouraged to report concerns promptly and to support their child in understanding the importance of kindness and respect online.

Students

Encouraged to treat others with respect and to report bullying they experience or witness.

8. Monitoring and Review

BIRS will monitor reported incidents to identify patterns and inform future prevention work. This Anti-Bullying Policy will be reviewed at least annually by BIRS Management.

Related Policies

- BIRS Behaviour Policy
- BIRS Safeguarding and Child Protection Policy
- BIRS Online Safety Policy
- BIRS Equality, Diversity & Inclusion Policy

British International Remote School (BIRS)

Operated by eLearnSmart Ltd

Website: www.thebirs.co.uk

Email: contact@thebirs.co.uk

Telephone: 0208 191 3630

Document Version: 1.0 (First Draft — Pending Review)

Approval Date: 13 July 2026

Next Review: July 2027

© 2026 eLearnSmart Ltd. All rights reserved.