

File Name	Anti Bullying Policy - The SOBHA Academy
Reference	SKT - TSA POLICY - III - 002
Date	13-05-2025

1. Introduction

The SOBHA Academy (TSA) upholds compassion, empathy, and harmonious living as core values. We are committed to fostering an inclusive and respectful learning environment, where every student feels safe, supported, and free from fear or intimidation. This policy ensures proactive prevention, clear protocols, and consistent accountability concerning bullying in all its forms.

2. Purpose

This policy aims to:

- Create a safe, inclusive, and respectful school environment.
- Define, prevent, and address all forms of bullying.
- Protect students' physical and emotional well-being.
- Promote positive and empathetic behaviour among students and staff.
- Ensure all members of the school community are accountable and supported.
- Outline the procedures to report, investigate, and respond to incidents of bullying.
- Foster a culture of zero tolerance towards harassment or intimidation.

3. Objectives

- **Prevent Bullying Behaviour:** Proactively prevent physical, verbal, social, and cyberbullying.
- **Promote a Safe Environment:** Ensure every student feels valued, respected, and secure.
- **Raise Awareness:** Educate all stakeholders on bullying signs, consequences, and support systems.
- **Establish Clear Reporting & Response:** Provide transparent mechanisms for reporting and resolution.
- **Support Victims & Rehabilitate Offenders:** Offer counselling, protection, and behavioural interventions.
- **Encourage Accountability:** Instil responsibility in staff and students to intervene and report.
- **Ensure Compliance:** Align with national legal and educational child protection norms.

4. Vision

To nurture a compassionate school environment where all individuals are empowered to thrive without fear of bullying or discrimination, and where mutual respect, kindness, and accountability are foundational values.

TSA envisions:

- A safe and nurturing space for learning and growth.
- A culture of empathy and dignity across the school community.
- Zero tolerance for any form of harassment or intimidation.

5. Scope

This policy is applicable to:

- All students (residential and day scholars)
- Teaching and non-teaching staff
- Visitors and participants in school-sponsored physical or virtual events

6. Review and Amendment

This policy will be reviewed annually or earlier based on evolving student needs, incident trends, or regulatory updates. All revisions are to be approved by the Trust Board.

7. Document Control

VERSION	DATE	DESCRIPTION	APPROVED BY
1.0	13-05-2025	Initial Formalisation	Trustee Board