Tarbiyyah Global Academy
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ANTI-BULLYING AND CYBERBULLYING POLICY

Preventing, recognising and responding to bullying in an online school

ACADEMIC YEAR 2026 – 2027

Policy name	Anti-Bullying and Cyberbullying Policy 2026–2027
Applies to	All pupils, parents, staff, trustees and volunteers of Tarbiyyah Global Academy
Policy owner	Pastoral Lead
Approved by	Ustadh Abu Zayn Haneef Sandhar, Headteacher
Agreed with	The Chair of Trustees, Tarbiyyah Education Trust
Date of issue	1 September 2026 (version 1.2)
Next review due by	31 August 2027
Read alongside	Behaviour and Online Conduct Policy; Child Protection and Safeguarding Policy; Online Safety and Acceptable Use Policy; Equality, Diversity and Accessibility Policy
Availability	Published on the Academy website and Parent Portal. Available in large print or another accessible format on request.

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1. Our Commitment

Every pupil at Tarbiyyah Global Academy has the right to learn without fear. Bullying goes against everything our faith teaches about brotherhood, sisterhood, mercy and guarding the tongue. The Prophet Muhammad ﷺ (peace and blessings be upon him) said: "The Muslim is the one from whose tongue and hand the people are safe." We expect every member of our community to live by this, on screen and off.

Bullying in an online school rarely looks like a push in a corridor. It is more likely to be a comment in chat, exclusion from a breakout group, a mocking message on a private app, or an image shared without permission. This policy is written for that reality.

2. What is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally, and where there is an imbalance of power. It includes:

Type	Examples online
Verbal and written	Name-calling, insults, threats or mockery in chat, voice or comments
Social and relational	Deliberately excluding someone from group work or class discussion, spreading rumours, encouraging others to ignore someone
Cyberbullying	Messages, posts, images or videos on any app or platform intended to hurt, humiliate or threaten; impersonation; hacking accounts; sharing screenshots
Prejudice-based	Bullying related to race, religion, sect, nationality, sex, disability, SEN, appearance, family circumstances or any protected characteristic
Sexual	Sexual comments, jokes, requests for images, or sharing of nudes or semi-nudes (also a safeguarding matter)

A single serious incident can also be treated as bullying where there is clear intent to cause distress, and serious incidents are always treated seriously whether or not they meet this definition.

3. Bullying Outside Academy Platforms

Much cyberbullying happens on apps the Academy does not control. Where bullying between Academy pupils happens outside Academy platforms, or outside Academy hours, the Academy will still act where it affects a pupil's wellbeing or learning, in line with the Behaviour and Online Conduct Policy.

4. Prevention

- Private pupil-to-pupil chat is disabled on Academy platforms, and lesson chat is visible to staff.
- Teachers visit every breakout room and set clear expectations for group work.
- Pupils learn about kindness, online behaviour, bystander responsibility and reporting through PSHE, Islamic Studies and assemblies.
- Anti-Bullying Week and regular form-time discussions keep the subject visible.
- Pupils complete an annual wellbeing and safety survey, and results are acted on.
- Staff are trained to recognise signs of bullying through a screen, such as withdrawal, reluctance to join lessons, camera refusal or changes in work.

5. How to Report

Who	How
Pupils	Tell any teacher, your form tutor or the Pastoral Lead; use the Help page on the Student Portal; or ask a parent to contact the Academy
Parents	Contact the form tutor or the Pastoral Lead through the Parent Portal or by email

Who	How
Staff	Record the incident and inform the form tutor and Pastoral Lead the same day; inform the DSL if there is any safeguarding element

Pupils are encouraged to keep evidence (screenshots of messages sent to them, not of lessons) and not to reply to or forward hurtful messages.

6. How the Academy Responds

1. The concern is acknowledged within one working day and recorded on the pastoral system.
2. The Pastoral Lead or form tutor speaks separately, by recorded video call, to the pupil who has been hurt, the pupil(s) alleged to be involved, and any witnesses.
3. Evidence is gathered, including platform chat logs and recordings where relevant.
4. Parents of all pupils involved are informed.
5. A plan is agreed to support the pupil who was bullied, which may include check-ins, seating or group changes and a trusted adult to report to.
6. Consequences are applied to the pupil(s) responsible under the Behaviour and Online Conduct Policy, together with support to change their behaviour, which may include restorative conversations where the pupil who was hurt agrees.
7. The situation is reviewed after two weeks and again after half a term to ensure the bullying has stopped.

Where bullying involves a risk of significant harm, a criminal offence, sexual content or prejudice, it is referred to the DSL and managed under the Child Protection and Safeguarding Policy. Some online behaviour, such as threats or sharing intimate images, may be reported to the police.

7. Recording and Monitoring

All incidents are recorded, including type, any prejudice element, action taken and outcome. The Pastoral Lead reviews patterns each half term and reports to the Headteacher and trustees annually.

8. Monitoring and Review

This policy is reviewed annually by the Pastoral Lead, taking account of pupil and parent feedback.

Approved by: Ustadh Abu Zayn Haneef Sandhar, Headteacher · Next review due: 31 August 2027 · Tarbiyyah Global Academy · A specialist education, rooted in faith