

Sharnbrook Academy Federation Anti-Bullying Policy

At SAF we believe that all students and staff have the right to enjoy and achieve within a safe and positive school environment. In practice this means:

1. Everyone has the right to feel safe all of the time.
2. There is nothing that you are unable to talk to someone in a SAF school about.

These two core principles apply across all aspects of school life but are particularly relevant in ensuring that everything possible is done to minimise bullying within our school communities and that it is effectively addressed where it does occur.

SAF also has responsibilities to ensure:

- It takes account of the relevant guidance from the Department of Education in preventing and tackling bullying and
- It complies with its duties under the Equality Act 2010

We do not tolerate any form of verbal, physical or psychological bullying however it occurs. All staff will do their best to prevent bullying and will share responsibility for action if bullying does occur.

All incidents, whether in or out of school, will be investigated in a firm and fair manner and Parents, Directors and outside agencies, including the police, may be involved in any course of action.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, audio or video recording, social media or the internet). It can occur both inside and outside of school. It may happen where:

- There is prejudice against particular groups, for example on grounds of race, religion, gender, or sexual orientation
- A student or a member of their family is disabled or has medical needs
- A student is transgender
- A student is adopted or has caring responsibilities.
- It might be motivated by actual differences perceived differences between students or local communities
- Bystanders actively or passively support the actions of the person initiating the bullying behaviour
- Students or staff record the actions of another member of the school community without consent

Stopping violence and ensuring immediate physical safety is a main priority for the school but equally account must be taken of the emotional damage bullying can do.

What do we do to prevent bullying and raise awareness?

Our schools encourages an atmosphere of respect, openness and tolerance. This runs through all aspects of school life and is set out in more detail in the behaviour and spiritual, moral, social and cultural policies. Diversity is welcomed and celebrated and respect for all members of society emphasised. There is a real focus on how individual actions affect others both positively and negatively. Professional and considerate behaviours modelled by Staff and older students set a good example for all to follow.

Through assemblies and school activities we encourage students to:

- talk openly about bullying
- recognise its many forms
- realise its consequences
- always report bullying incidents to staff, tutors, heads of house, sixth form team, PSHE leads or the student support staff
- discuss ways of tackling bullies

Anti-Bullying Charters

SAF schools have developed their own anti-bullying charters and these are displayed in all form rooms. This forms part of the home school agreement that all parents, staff and students are expected to subscribe to.

Anti-Bullying Procedures and Responsibilities

All Staff have a duty and responsibility to stop and report any incident of bullying they encounter, however minor.

All students are encouraged to report any incidents of bullying by speaking to their form tutor, head of house, sixth form team, the student support staff, or a member of the Leadership Group. Self-referral is encouraged and trained anti bullying ambassadors are available if a student prefers to talk to a student rather than a member of staff.

Heads of house / leadership teams will co-ordinate all bullying investigations, to include independent witness accounts where possible, in conjunction with tutors.

Teachers have the power to search for and, if found, delete inappropriate images (or files) on electronic devices, including mobile phones. Police may be involved in such situations.

Parent(s)/Carer(s) of the bully and victim(s) will be involved as appropriate and will always be informed.

The motivation behind bullying behaviour will be considered as this may indicate that the student carrying out the bullying needs help or support.

Sanctions

'Restorative justice' approaches to resolving bullying incidents will be employed wherever possible and appropriate.

Disciplinary measures will be applied where appropriate. They will be fair, proportionate, consistent and reasonable in all the circumstances. The school will look at each incident and, where relevant, sanctions, as set out in the behaviour policy, will be used, which may include internal isolation and fixed-term exclusions.

In extreme cases our schools can permanently exclude students involved in serious cases of bullying.

How do we help students who have been bullied?

Sixth Form students are trained to support younger students who may be the victims of bullying or who may experience other difficulties in school. The parent(s)/carer(s) of the victim are fully involved in the decision as to whether mentoring of this kind is appropriate.

SAF schools run sessions and training activities to support students on a wide variety of areas, some of which link to aspects of bullying. The school works with external agencies such as 'open door' which provides further support to bullying victims and also the police on safety.

Communication

It is very important that students and staff know what to do when faced with a bullying incident. This is achieved through a variety of publications and activities including:

- Staff handbook,
- Staff training,
- Assemblies,
- School prospectus,
- School website,
- Parent/carer/student information leaflet,
- Anti-Bullying displays and posters in all tutor rooms

The school monitors bullying behaviour as well as the strategies it deploys to combat it. In particular it will take account new technology and how this is used by students.

Legal Status	Non Statutory
Approved by	Risk & Audit Committee
Date	July 2016
Next review	July 2019
Further information	Tracy McDonagh, Clerk to the Governors.
