



## **SABIS® Policy Document**

**Whilst all Policies have a minimum date for review as a guideline, policies are under constant review. Changes to policies will occur as required.**

### **Anti-Bullying Policy**

Approved by: Governing Board

Date: December 2022

Last reviewed on:

August 2024

Next review due by: Yearly

August 2025

#### **Policy objectives**

This policy outlines the school's commitment to fostering an environment where bullying is not tolerated in any form.

#### **School ethos**

The SABIS® community acknowledges that all forms of bullying, especially when left undetected, can have a detrimental effect on individuals; it may hinder their ability to learn, and worsen their mental and physical health and wellbeing.

It is our school's responsibility to prevent and combat bullying in order to create a safe, respectful and disciplined environment where all students can achieve their full potential.

#### **Responding to bullying**

If the school receives a report of bullying, the following steps may be taken:

- An employee who has been approached or witnessed bullying will address the matter immediately if it is suspected or reported;
- In order to ensure that the person being bullied does not suffer immediate harm, the school will provide the appropriate support and involve the individual in any decision-making processes, if necessary;
- An interview with all parties involved will be conducted by the Director/Child Protection Officer (CPO) or another member of the leadership staff;
- If necessary, the school will speak with and inform other members of staff;
- In accordance with the school's child protection and confidentiality policies, parents or guardians will be informed about the concern and the action taken;



- In consultation with all parties involved, sanctions and support will be implemented as outlined in the school behavior policy;
- If a child is at risk of significant harm, other agencies may be consulted or involved, such as the police if a criminal offence has been committed;
- Bullying that occurs off-campus or outside of school hours (including cyberbullying) will be investigated fully by the school. Collaboration with other schools may be required by the CPO. In accordance with this policy and the school's behavior policy, appropriate action will be taken, including providing support and implementing sanctions;
- According to existing procedures, the school will record bullying incidents in a clear and precise manner. In addition, appropriate details about decisions and actions will be recorded.

### **Supporting students**

#### Supporting students who have been bullied by:

- Providing continuous pastoral support and reassuring the student;
- Providing the opportunity for immediate discussion of the experience with the teacher, the CPO, or another member of staff of their choosing;
- Maintaining a record of bullying incidents to provide evidence and facilitate discussions on addressing concerns while fostering resilience as needed.
- Supporting in the restoration of self-esteem and re-building confidence;
- Involving parents and guardians in the overall support process. This may include: working and speaking with staff, offering formal counselling, and engaging with parents and guardians.
- Providing further or specialist advice and guidance, where necessary, in consultation with the broader community and local/national organizations.

#### Students who have perpetrated bullying will be helped by:

- Discussing what happened, to understand the concern and identify the need for change;
- Supporting parents and guardians in guiding their child to adopt positive attitudes and behaviors;
- Providing support and education to the student about the consequences of their behavior;
- Removing online content and reporting accounts/content to service providers;
- The school may sanction students according to its behavior/discipline policy. This can include official warnings, detentions, removal of privileges (including online access if cyberbullying problems arise), and temporary or permanent exclusions;
- Provide advice and guidance to the wider community and local/national organizations; this may include referrals to outside services or involvement from the local Authorities/Police.



## **Preventing bullying**

### Environment

The school community will:

- Establish and nurture a culture of respect, care, and consideration for others within an inclusive environment;
- Be aware that bullying can occur among adults and children alike (peer-on-peer abuse);
- Provides additional pastoral support to children with Special Educational Needs and disabilities, as needed; Recognizes that bullying could negatively impact children with Special Educational Needs and disabilities in a disproportionate manner;
- Discuss openly differences between people that could motivate bullying;
- Encourage students to challenge practices and language (such as 'banter') which do not reflect the values of tolerance, non-discrimination and respect;
- Encourage responsible and positive use of technology, particularly mobile devices and social media;
- Prevent and address prejudice-driven bullying by working with staff, the community, and outside agencies;
- Safe spaces should be actively created for children and young people in need.
- Celebrating success and achievements to develop positive school ethos and atmosphere.

### Policy and Support

The school will:

- Ensure access to support and avenues for reporting concerns are readily available to students, staff, and parents/guardians;
- Provide advice and education promoting positive online behavior to the school community on an ongoing basis to take into account the developments of technology;
- If any incident or suspicion of bullying is brought to the school's attention, it should be handled appropriately, proportionately and reasonably, in accordance with existing school policies, whether the bullying involves or affects students on or off school premises; such as using school transportation or online;
- In order to make others aware that bullying is unacceptable, disciplinary sanctions should be implemented, consequences should reflect the severity of the incident;
- Bullying incidents and support for victims can be addressed through a variety of effective techniques

### Education and Training

The school will:

- Educate all staff, including teaching staff, support staff (for example, admin staff, lunchtime support staff and pastoral staff), on identifying bullying and taking appropriate action, according to school policy and procedure, including recording and reporting incidents;
- Take advantage of a range of approaches and opportunities for dealing with bullying throughout the curriculum, such as displays, assemblies, peer support, the SLO etc.;
- Engage in collaborative learning activities



- By leveraging key opportunities, such as anti-bullying week, ensure anti-bullying has a high profile throughout the year;
- Building resilience and self-esteem among students is an important part of developing students' social and emotional skills.

#### Involvement of students

The SABIS Student Life Organization® (SLO®) is a fundamental part of our school and the SLO® Program is strongly committed not only to detect and stop bullying but, most importantly, to proactively prevent bullying from happening. One of the nine departments of the SLO® is committed to the Discipline of the school, including a Bullying Prevention sub-department. The SLO® is overseen by the Student Life Coordinator and the School Director, yet at its heart, it is an organization run by students for students. Students volunteer to be part of Student Life, and prefects are chosen to fulfil particular roles, including a Bullying-Prevention Prefect.

#### Involvement and liaison with parents and guardians

The school will:

- Provide parents/guardians with key information about bullying (including policies and named contacts) via the school website;
  - In the event that a parent/guardian is concerned about bullying, ensure they know who to contact and where they can obtain independent advice;
  - Address bullying-related issues beyond the school gates with all parents/guardians and the local community;
  - Provide parents/guardians with information about our complaints procedure and how to use it effectively.
-