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:	Date: November 2026
Next review due by: 1 year	Date: November 2027

Policy objectives:

- This policy describes how the school will endeavor to build an environment where bullying will not be tolerated by any means.

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 health.

It is our school's responsibility to prevent and combat bullying in order to create a safe 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 the 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:

- 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;
- Keeping a record of the bullying in order to provide evidence of the incident and discussing how to deal with concerns and build resilience as needed;
- Assisting in the restoration of self-esteem and 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:

- It is important to discuss what happened, to establish the concern and the need for change;
- Assisting parents/guardians in changing their child's attitude and behavior;
- Supporting and educating them about 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 Police

Preventing bullying

Environment

The whole school community will:

- Establish 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, such as a child who has been looked after or has caring responsibilities, a child who is religious, or an individual who has a physical or psychological disability, an individual who is female, or one with a disability;
- 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;
- Children and young people in need of "safe spaces" should be actively created;
- Building a positive school ethos requires celebrating success and achievements.

Policy and Support

The whole school community will:

- Access to support and reporting concerns is made available to students, staff and parents/guardians;
- Provide advice and education regarding positive online behavior to all members of the community on an ongoing basis to take into account the developments of technology;
- If any 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; other consequences should reflect the severity of the incident;
- Bullying, and bullying victims, can be resolved by a variety of techniques.

Education and Training

The school community 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, school/student councils, etc.;
- Engage in collaborative learning activities during key times of the year, such as transition;
- 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.