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## BULLYING POLICY

Sharpe Academy will not tolerate bullying or any form of prolonged or one-off behaviour which causes mental or physical harm to another person. Sharpe Academy will not tolerate any unacceptable behaviour from parents towards staff members. Staff members are well trained and will guide students individually to reach their full potential. Persistent pressure from parents to force staff members to push children beyond their potential is totally unacceptable. This situation places staff and children in an uncomfortable position and causes mental anguish.

### WHO GETS BULLIED?

Adults and children can be targeted for any reason, but in our experience bullying is often:

**Racist:** Bullying based on ethnicity, skin colour, language, religious or cultural practices.

**Homophobic:** Discrimination based on sexuality and/or gender identity.

**Sexual:** Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation. This could include pressure to send images of a sexual nature.

**Based on disability:** The bullying of persons who have special educational needs and/or disabilities.

**Based on 'difference':** Bullying based on any real or perceived difference. This can include, but is not limited to, factors surrounding the way someone looks or dresses, hobbies and interests, family set up, social behaviour.

### WHO SHOULD REPORT INCIDENTS?

Students, parents and staff members who witness any incidents should report them to the class teacher, chaperone, or to the Senior Designated Director: Daniel Sharpe.

### HOW DOES SHARPE ACADEMY DEAL WITH INCIDENTS?

#### Step 1 – Prevention

Our first aim is to prevent bullying before it ever occurs. Annual drama-based workshops are held for children of all ages to discuss what bullying is and how it can take place on a physical and mental level. Older classes will role-play bullying scenarios. Students are taught they should always self-evaluate their words and their actions. In our experience, parents who do not possess the full information about a situation can sometimes cause distress to staff members. We try our best to keep parents up to date with all classes, productions and general Academy information through letters, newsletters, texts, emails and our website downloads page at [www.SharpeAcademy.co.uk](http://www.SharpeAcademy.co.uk)

#### Step 2 – Investigation

If bullying is reported to us then we will investigate the incident. This will involve talking to the parties involved and speaking to anyone who may have witnessed the event. In more serious cases we may also ask parents to come in for a meeting to fully understand everyone's point of view and to form a plan of action to move forwards.

#### Step 3 – Action

Once all the facts regarding the event have been gathered, we will put in place a plan of action. This may involve:

- a discussion between both parties, making sure an apology is made where appropriate;
- removing a child from a class for a specified period of time;
- suspending a child from the Academy for a specified period of time;
- permanently excluding a child from Sharpe Academy

Sharpe Academy will also permanently exclude a child should their Parent and/or Guardian persistently cause distress to staff members. If any event is deemed to be serious enough to warrant additional assistance then Sharpe Academy may contact the local council Safeguarding Children's Board or the Police.