

Anti-Bullying Charter

The unapologetic right to be happy and safe



School of
CHARACTER



KINGS LANGLEY SCHOOL
SIXTH FORM
READY FOR YOUR FUTURE

Introduction

We have an outstanding community of staff and sixth formers at Kings Langley Sixth Form where everyone can expect to study, work, and enjoy an environment where they are safe, happy and respect one another. Bullying and peer-on-peer abuse is never ok, and Kings Langley Sixth Form does not tolerate it.

Bullying is an umbrella term which can also include discrimination, harassment, victimisation and antisocial behaviour (ASB). As our students reach adulthood, we appreciate the development of personal opinion and the right to freedom of speech, so we are committed to ensuring that young people understand the appropriate forums and forms of expression, so that they are sensitive, empathetic and positive contributors to Kings Langley School and Sixth Form, and the wider community.

We take action on bullying through being proactive in educating our students about the issues surrounding expected behaviours and acceptable language as well as ensuring that all students are aware of who to speak to, where to go for support, and to ensure that our students are aware of their actions, both as perpetrators and as victims. Perpetrators will undertake restorative education and victims will be supported; both in a manner which is about long-term restorative action. We also recognise that by-standers of bullying also require restorative education.

Bullying is behaviour that is perceived by anyone as intended to hurt someone either physically or emotionally; commonly the behaviour is repeated and directed from one person (or group) to another person (or group). We are committed to providing a safe learning environment for all of our students. We promote an ethos of belonging that focuses on celebrating diversity and respecting everybody. Bullying of any kind involving students, staff and/or visitors is unacceptable and will not be tolerated.

This charter does not replace any part of the school Action on Bullying policy and also it is important to be explicit of our responsibilities outlined in the school safeguarding policy and KCSiE requirements. This charter stands as a firm commitment to represent all of our community with our stance on bullying in the sixth form.

Anti-Bullying Values

In line with our sixth form values and wider character education foundation, we hold the following values in this charter:

Accountability

Empowerment

Integrity

Tenacity

Responsibility

In order to achieve a culture and environment where everyone feels safe, happy and secure, we outline the foundations of our charter in four areas of action:

Action A – Raise awareness of the impact of bullying, discrimination, harassment, victimisation and anti-social behaviours, on individuals, groups and communities through proactive education.

Action B – Empower young people to be active citizens and contributors to the sixth form culture through breaking the silence and provide safe ways of reporting incidents of bullying. Through fostering leadership in students we will promote being an ‘upstander community’, eradicating bystanders of bullying.

Action C – Use restorative practices that address incidents of racism, discrimination, prejudice and hate to educate perpetrators and support victims.

Action D – Harnessing the school character education programme to challenge students to set the standard and expectations of behaviour, becoming role models and moral citizens.

These actions are embedded in our sixth form improvement strategy with explicit actions identified. Impact is measured, evaluated and reflected upon in order to identify opportunities for continuous improvement.

Our Anti-Bullying Charter Commitments

We commit ourselves to creating a culture where we support protected characteristics, intersectionality and inclusion as a whole. This charter is designed to communicate the values and commitments that we, the whole sixth form community (students and staff), pledge our responsibility to achieve.

The following commitments have been agreed through student voice, collaboration between the student and staff body, and in partnership with representatives from organisations and bodies who champion equality, diversity and inclusion.

Our 10 commitments:

1. **To listen** - We believe in listening to all students, parents/carers, staff, and other stakeholders in the development of our strategies and approaches to prevent, report and respond to incidents of bullying.
2. **To includes us all** – Our sixth form ensures that everyone has a responsibility and is accountable for their actions.
3. **To respects** – All students and staff are role models to others within the whole school community in how they treat others.
4. **To challenges** – All forms of bullying is challenged and taken seriously.
5. **To celebrates difference** – difference is actively and visibility celebrated and welcome across the sixth form.
6. **To understand** - all stakeholders understand what bullying is and what it isn't.
7. **To believe** – all students are acknowledged, believed and taken seriously when reporting incidents of bullying.
8. **To report bullying** – all students, parents/carers, staff, visitors and other stakeholders understand how to report incidents of bullying.
9. **To take action** – we respond quickly to incidents of bullying and ensure that where appropriate, the perpetrator(s) and victim(s) are involved in formulation of appropriate action to respond to incidents.
10. **Has clear policies** – our whole school policy reflects these principles and is embedded within other school policies. They are widely and actively promoted to stakeholders.