



Policies and Procedures  
Anti-Bullying Policy

## Anti-Bullying Policy

### Rationale

This policy has been devised

- Meet both our legal and moral obligations as a caring community
- To maintain a high quality of life for all members of the Academy community
- To establish the principle within our Academy community that the conscious and deliberate desire to frighten, threaten or hurt someone by either physical assault or verbal abuse, including intimidation, or any other method of causing anxiety or distress including “cyber bullying” is totally unacceptable.

### Outcomes

We aim to

- achieve a situation whereby bullying is recognised as unacceptable behaviour by every member of the Academy community
- obtain the full support of parents in supporting our anti bullying policy
- comply with the principles of “Bullying – A Charter for Action”
- comply with government guidance on bullying (“Safe to Learn”)

### Process

We aim to achieve these outcomes by

- educating students against bullying throughout the curriculum and, in particular, through the PSHCE and Tutorial programme
- encouraging all students via the PSHCE and Tutorial programme and through visual displays around the Academy to report incidents of bullying to their Form Tutor, the Head of House, to Assistant Principal responsible for Student Development or to the Student Anti-Bullying ambassadors
- treating seriously and thoroughly investigating all reports and allegations of bullying
- supporting victims throughout the process
- using an investigative process which involves the bullying victim recording the incident in writing using a proforma supplied by the Head of House, the alleged bully/bullies also being invited to record the event(s) in writing
- the Head of House discussing the incident(s) with both parties and mediating when appropriate
- the parents/carers of both parties being informed of the problem either by telephone or in writing if the conclusion of the Head of House is that the matter is serious enough to be taken further
- using the Academy’s disciplinary code to sanction bullies by removal of privileges/detention/other suitable sanction decided by the Head of House. In the

case of “cyber bullying” the Academy reserves the right to confiscate mobile phones and/or instruct a student to ‘open’ a mobile phone and sanction the student if he/she refuses. The Academy may also, at the discretion of the Principal (or Senior Staff acting on her behalf) confiscate the phone and open it upon reasonable suspicion of it being used for “cyber bullying”.

- Information on criminal activity will be passed to the police.
- referral to the Vice Principal/Principal in the case of severe or repeated cases of bullying so that the bully is excluded from the Academy community

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| Signed Chair of Governors: | Date: |
| Print Name:                |       |
| Signed Principal:          | Date: |
| Print Name                 |       |

