



**ALAIN**  
BRITISH ACADEMY

## **Anti-Bullying Policy**

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### Introduction

We are committed to providing a caring, friendly, and safe environment for all of our students so they can learn in a purposeful and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to raise this and know that incidents will be dealt with promptly and effectively.

### Aims of the policy

- The principal aim is to reduce to a minimum the occurrence of bullying in the school in all its forms and to create a non-threatening environment for students based on mutual respect, trust, and concern for the welfare of each other.
- To create awareness in the minds of all members of the school community – staff, students and parents – of:
  - What constitutes bullying
  - The strategies in place at school which are implemented when bullying is reported
- To establish a structure of support for all parties involved in any incidents of bullying i.e. bullies, bullied and parents.
- To emphasise:
  - The unacceptable nature of bullying
  - All incidents of bullying will be taken seriously and thoroughly investigated
  - The notion that each incident will be dealt with on an individual basis
- To establish confidence in students that sharing the problem with a member of staff will not create an even more threatening situation but will instead lead to a resolution of the problem.

### Responsibilities of the school community

- All members of the school should understand what bullying is, what the school policy is on bullying, and what to do if bullying arises
- To ensure that procedures established in the policy are followed if an incident occurs
- To make it clear that as a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying occurs

### Definition of bullying

Bullying is the use of aggression with the intention of hurting another person. It has 3 primary characteristics: it is ongoing; it is deliberate; it results in an imbalance of power. Bullying results in pain and distress to the person being bullied. Bullying can be:

- Emotional: being unfriendly, excluding and tormenting
- Physical: pushing, kicking, hitting, punching or any other use of violence
- Racist: taunts
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of the internet such as email; social media, chat rooms, MS Teams
- Mobile: text messages and calls

### Preventing, and responding to, bullying

Bullying is harmful and the school believes that nobody deserves to be hurt in this way. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Our approach falls under three strands:

- Raising the profile/recognition of bullying
- Establishing clear procedures for when bullying occurs
- Dealing firmly but fairly with incidents/sanctions

### Raising the profile/recognition of bullying

Staff should be vigilant in their observations of student behaviour to recognise and take appropriate action where incidents of bullying occur. Staff should display a clear attitude towards bullying – i.e. it is unacceptable. This stance should be developed and embedded where appropriate, to identify to students the school's position on bullying, for example:

- As part of PSHE and Moral Education
- Through moral dilemmas and Character Education
- In assemblies
- In subject teaching
- In parent workshops

### Establishing clear procedures for when bullying occurs

- All bullying incidents should be reported to a member of staff
- Staff will ask the student reporting the incident to write down the details and log this on CPOMS
- The incident(s) will be thoroughly investigated by talking to as many people as possible (bully, witnesses, teachers and any other parties)
- Parents will be informed so that they are aware of the situation and that the incident is being investigated; they will be updated as the investigations progress

### Dealing firmly but fairly with incidents/sanctions

- A plan of action will be formulated which should be agreed by all parties; this may or may not include sanctions and will include work to help the bully change their behaviour and also support those affected by the bullying
- Any sanctions imposed will depend on the frequency or severity of the incidence of bullying, following the school's behaviour policy
- Parents are expected to work with the school to lead to a change of behaviour