

Policy Title: Bullying

Associated Policies: Behaviour and Discipline, Student Care

1. Policy Statement

1.1 The Academy recognises that it has a responsibility to its students in keeping them safe from any form of bullying. Bullying will not be tolerated.

1.2 The Academy places a great emphasis on the rights of individual students to be able to study and learn in a safe environment and will act immediately to prevent and/or eliminate bullying whenever it appears.

2. Who does this policy apply to?

2.1 This policy applies to all students in the Academy.

3. Who is responsible for carrying out this policy?

3.1 The implementation of this policy will be monitored by the governors of the Academy and remain under constant review by a designated Vice Principal.

4. What are the principles behind this policy?

4.1 The Academy will act immediately to prevent and/or eliminate bullying whenever it appears.

4.2 Students and parents are made aware of the Academy's commitment to eliminate such anti-social behaviour through the prospectus.

4.3 Through the Academy's Period 1 programme all students will know how to recognise bullying, understand its implications, be helped to challenge it and know where to go for help.

5. Procedures

5.1 If bullying is suspected or reported, the incident will initially be dealt with by the tutor in liaison with the Head of Department, or a Vice Principal. Students who have been bullied will continue to be supported by their tutor and members of SMT, as deemed appropriate.

The following disciplinary steps can be taken against acts of bullying:

- Official warning to cease offending
- Internal exclusion
- Involvement of external agencies, as appropriate
- Fixed term exclusion from College
- Permanent exclusion

Within the curriculum, the College will raise awareness of the nature of bullying through inclusion in Period 1, assemblies and subject areas as a measure to eradicate such behaviour.

6. Policy Review

6.1 This policy will be reviewed annually as part of the Academy's internal review process.