St Aldhelm's Academy
The best in everyone™
Part of United Learning

Anti-Bullying Policy

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1. Introduction

At St Aldhelm's Academy, we are committed to creating a safe, respectful, and inclusive environment where all pupils can thrive. Bullying in any form is unacceptable and will be addressed promptly and effectively. This policy outlines our approach to preventing, identifying, and responding to bullying, ensuring it aligns with our core values of Courageous, Innovative, and Excellent.

2. Scope and Applicability

This policy applies to all pupils, staff, governors, visitors, and members of the Academy community. It covers bullying behaviours occurring on school premises, during school activities, and outside school when it impacts pupils' education or wellbeing.

3. Statement of Intent

Bullying in any form is unacceptable and will be dealt with promptly and effectively.
The Academy promotes an ethos of mutual respect, kindness, and dignity in line with our values of Courageous, Innovative, and Excellent.
Staff are trained to recognise, prevent, and respond to bullying and child-on-child abuse.
The Academy will work closely with parents, carers, and external agencies as needed.

4. Definition of Bullying

Bullying is defined as repeated, intentional behaviour by an individual or group that causes harm, distress, or fear to another pupil. Types include:

- Physical (e.g., hitting, kicking)
- Verbal (e.g., name-calling, teasing)
- Emotional (e.g., exclusion, threats)
- Cyberbullying (e.g., social media, messaging)
- Discriminatory bullying (race, gender, sexual orientation, disability, religion, etc.)
- Sexual bullying and harassment
- Initiation/hazing rituals

Bullying differs from relational conflict, which is a disagreement between equals and requires different resolution approaches.

5. Roles and Responsibilities

- Pupils are expected to uphold the Academy values by treating others with respect, kindness, and courage. Pupils should report bullying and support peers.
- Staff are responsible for recognising signs of bullying, responding promptly, and following this policy. Staff are to promote positive behaviour and will undergo regular staff training.
- Heads of Year and Assistant Heads of Year are responsible for the recording, assessment, and monitoring of bullying concerns.
- Senior Leaders oversee the implementation and regular review of this policy.
- Parents/Carers will Support the policy and collaborate with the Academy to address concerns.

6. Reporting and recording Bullying

6.1. Reporting:
Pupils can report bullying concerns through:

- House Captains during tutor time
- Designated post boxes around the school
- Directly to Assistant Head of Years or any trusted staff member

Reports can be made by the pupil experiencing bullying or by peers on their behalf.

6.2. Initial Logging
The Heads of Year / Assistant Heads of Year records the concern on the Conflict Tracker.
Initial information is gathered to understand the nature of the concern.

6.3. Assessment
The Heads of year / Assistant Heads of Year uses the Anti-Bullying Checklist to assess if the behaviour meets the school's bullying criteria.

6.4. Recording and Escalation
If identified as bullying:

- The incident is formally recorded on Arbor.
- A MyConcern entry is submitted in line with safeguarding procedures.

If not meeting the bullying threshold, the issue will be addressed and monitored through St Aldhelm's behaviour and conflict resolution processes.

6.5. Monitoring and Follow Up

- All bullying incidents are monitored by relevant staff to ensure appropriate actions are taken.
- Outcomes are reviewed to support pupil wellbeing and prevent recurrence.

7. Intervention and Support

At St Aldhelm's we focus on education and restorative practices to address bullying, including:

- Helping pupils understand the impact of their words and actions.
- Teaching conflict resolution skills and non-verbal communication awareness.
- Building resilience and positive relationships.
- Supporting victims with pastoral care and, where appropriate, referrals to external agencies.
- Involving parents and carers in discussions and actions taken.

8. Prevention

We promote a culture of respect and kindness through assemblies, tutor time, and the curriculum.
The St Aldhelm's Way outlines clear behavioural expectations to create a safe and inspiring environment.
Ongoing staff training ensures awareness and effective responses to bullying.

9. Review of Policy

This policy will be reviewed annually to ensure it remains effective and reflects current best practices and statutory guidance. This policy reflects St Aldhelm's commitment to a safe and supportive learning environment, aligned with our values and safeguarding responsibilities.