

ANTI-BULLYING POLICY

This Policy will be interpreted in line with the Christian values and ethos of the school and must be read consistently with all other material policies of the School. For the purposes of all School policies please refer to the definitions guide (not all defined terms will be material to all policies or the procedures authorised by the governing body under it). This policy should be read in conjunction with the School's Behaviour Policy, Safeguarding Policy, Complaints Procedure, and Staff Code of Conduct.

1. INTRODUCTION

- 1.1 St Alban's Classical Academy is committed to providing a safe, loving, and nurturing environment for all pupils by honouring what Jesus refers to as the two greatest commandments: 'Love the Lord God with all your heart, soul, mind and strength.' and 'Love your neighbour as yourself.' Therefore, bullying of any form is unacceptable and not tolerated.
- 1.2 From year 1, all pupils are taught these biblical principles so that they are embedded in the ethos of the school.
- 1.3 We strive for all our pupils to not only feel a sense of belonging to a loving community but are the main contributors to it.
- 1.4 As part of building this loving community, we will equip pupils to feel confident and able to report and call out bullying, and our staff will be trained to recognise signs of bullying and report bullying whenever it occurs.

2. DEFINITION OF BULLYING

- 2.1 St Alban's Classical Academy adopts the definition of bullying as: repeated intentional acts of unkindness towards another person.
- 2.2 Staff and pupils are taught to use STOP (several times on purpose) as a measure of what defines bullying in order to recognise the difference between teasing and bullying, falling out with friends and bullying, aggressive behaviour and bullying, etc.
- 2.3 This includes the four main types of bullying:
 - 2.3.1 Physical - e.g. intentionally causing injury/physical assault, stealing or hiding belongings, and sexual assault.
 - 2.3.2 Verbal or written - e.g. name calling, making insults, racist remarks, lewd/sexual remarks, taunting, mocking, threatening language, and producing offensive graffiti.
 - 2.3.3 Emotional - e.g. spreading rumours, excluding from groups, forced joining of groups, graffiti, defacing property, and displaying literature or materials of a racist, sexist or pornographic nature.
 - 2.3.4 E-bullying - e.g. social media posts, offensive or abusive text or email messages, and sending offensive or degrading images by phone or via the internet.
- 2.4 And also the many forms of bullying include:
 - 2.4.1 Discrimination of a protected characteristic under the Equality Act of 2010.
 - 2.4.2 Appearance or health.
- 2.5 St Alban's Classical Academy recognises and teaches the serious and lasting effects bullying can have on the mental health of a victim. Therefore, in line with our Christian ethos, staff and pupils are taught that everybody has the right to be treated kindly and nobody deserves to be a victim of bullying.

3. ROLES AND RESPONSIBILITIES

- 3.1 The Anti-Bullying Leader (ABL) is responsible for developing and reviewing the Anti-Bullying policy, implementing the policy, measuring its impact, liaising with governors and external professionals, managing the reporting and recording of bullying incidents, and organising training and support for staff.
- 3.2 All staff members in school are responsible for upholding the ethos of St Alban's Classical Academy including recognising and reporting any incidents of bullying.
- 3.3 The Headteacher holds termly "heart, soul, mind and strength" meetings with each pupil where they will be encouraged to use this opportunity to reflect on their time at school and any well-being matters can be discussed.

4. REPORTING AND RESPONDING TO BULLYING

- 4.1 St Alban's Classical Academy endeavours to build a loving, safe community culture where we know our pupils as individuals, so that pupils are comfortable and confident to immediately communicate their concerns with their class teacher. This includes concerns that they feel they are being personally bullied or are witnessing bullying.
- 4.2 This relationship of open communication is reinforced through frequent opportunities such as whole school interactions within assemblies, class discussions, and Christian Studies.
- 4.3 See flow chart for The Reporting and Responding to Bullying Procedure (on the final page).
- 4.4 Instances where bullying has taken place outside of school are deemed as a misrepresentation of St Alban's Classical Academy values, and in breach of the Parental Agreement contract. Therefore, where there is sufficient proof that a pupil has committed an act of bullying, the Headteacher and/or Safeguarding Leader will hold a formal meeting with parents to take further steps and/or sanctions if necessary.
- 4.5 Instances where it has been reported that a pupil has been the recipient of bullying outside of school, the Headteacher and/or Safeguarding Leader will work with parents, other schools that may be involved and police, where necessary, to support the family.

5. SUPPORTING ADULTS

- 5.1 We recognise that adults, both parents and staff, can experience bullying within the school community. St Alban's Classical Academy encourages any adult - whether member of staff or parent of pupils - to report it to the Headteacher and/or Safeguarding Leader. Following a report, a support meeting will take place.
- 5.2 If the complaint is against the Headteacher and/or Safeguarding Leader, reports can be made to the Board of Directors (see Complaints Procedure).

6. THE REPORTING AND RESPONDING TO BULLYING PROCEDURE

