

Introduction

The Jam Academy is committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at The Jam Academy. If bullying does occur, all students should be able to tell someone and know that incidents will be dealt with promptly and effectively. We also expect anyone who knows that bullying is happening to not stay quiet.

This policy specifically refers to and deals with the bullying of students. Incidents concerning the bullying of staff are dealt with by the Senior Management Team directly.

Objectives of this Policy

The objectives of this policy are to ensure that:

- Senior Management Team, Associates, Staff, Students and Sponsors have an understanding of what bullying is.
- Senior Management Team, Associates and Staff know what The Jam Academy policy is on bullying, and follow it when bullying is reported.
- All Students and Sponsors should know what The Jam Academy policy is on bullying, and what they should do if bullying arises.

The policy is intended to show that at The Jam Academy we take bullying seriously. Students and Parents/Guardians should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

Definition of Bullying

Bullying can be defined as the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Here are some examples of bullying:

- Emotional
- Physical
- Racist
- Sexual
- Homophobic
- Verbal
- Cyber
- Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), pushing, kicking, hitting, punching or any use of violence
- Racial taunts, graffiti, gestures, unwanted physical contact or sexually abusive comments because of, or focussing on the issue of sexuality name-calling, sarcasm, spreading rumours, teasing
- All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

This is not an exhaustive list! Bullying in some forms can constitute a criminal act e.g. extortion.

Allegations of Bullying

All allegations of bullying will be taken seriously by The Jam Academy.

- When a Student or Parent/Guardian reports an alleged case of bullying to a member of staff/associate – he/she must deal with the matter as quickly as possible in accordance with the procedures laid down.
- In dealing with a case of bullying, disciplinary procedures may (and are likely) to be invoked. The Police may need to be contacted where more serious cases arise involving assault, cyber-bullying and/or persistent bullying outside the jurisdiction of the Academy.
- The Jam Academy will attempt a variety of strategies to ensure that the matter is reconciled and that the student who has been bullied feels confident that the matter has been dealt with appropriately.

As a means of preventing further bullying, each case will be monitored and attempts will be made to help the bully/bullies change their behaviour.

Allegations against members of staff or volunteers

If any allegation is made against a member of staff. The Jam Academy will follow these procedures:

- The Principal will be the first line of contact, who will consider all cases very carefully.
- Allegations against the Principal or Curriculum Director will be dealt with by an independent representative who will be agreed upon for any meetings.

Learners with Learning Difficulties and/or Disabilities

- Some students with learning difficulties and/or disabilities may be especially vulnerable to bullying. Any indication of bullying of these students should be reported in the same way as for other students, according to local established procedures.
- Where bullying is suspected, students and vulnerable adults who have difficulties in communicating should be given the chance to express themselves to a member of staff or associate with appropriate communication skills and/or be provided with an advocate. The Jam Academy aims to create an atmosphere in which students with learning difficulties and/or disabilities feel confident and able to discuss these matters.

Increasing awareness of anti-bullying

All staff/associate and students need to be aware of the Anti-bullying Policy, what constitutes bullying, how it should be prevented and how it should be reported and dealt with.

The Jam Academy will endeavour to address these requirements through providing:

- Appropriate information and training for staff.
- Information for students to increase their awareness and understanding of the inappropriateness of bullying through:
 - Information available at Induction.
 - Activities for Associates and Staff to use with groups where appropriate.

Reporting bullying

Students and/or Parents/Guardians who wish to report bullying should first talk to the Curriculum Director. If the Curriculum Director is involved or has not satisfied the concerns of the Students or Parents/Guardians, they should approach the Principal of the Academy.