



21/10/24

Review Date: 21 October 2025

Orchard Academy

www.orchard-academy.com

Anti-Bullying Policy

1. INTRODUCTION

1.1 Orchard Academy is committed to providing a safe and supportive online learning environment, free from bullying, harassment, and discrimination. This Anti-Bullying Policy aims to prevent bullying in all forms and outlines the procedures to address any incidents that occur, ensuring that all students and staff are treated with respect and dignity.

1.2 This policy applies to the entire Orchard Academy community and sets out the steps that will be taken if bullying is reported.

2. SCOPE

2.1 This policy covers all forms of bullying, including cyberbullying, verbal abuse, physical intimidation, and any behaviour intended to hurt, humiliate, or intimidate another individual. It applies to students, staff, volunteers, and anyone associated with the Academy.

2.2 Bullying can be:

- **Physical** (e.g., hitting, pushing)
- **Verbal** (e.g., insults, threats)
- **Relational** (e.g., spreading rumours, exclusion)

- **Cyberbullying** (e.g., online harassment via emails, social media)
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3. AIMS OF THE POLICY

3.1 To create a secure and inclusive online environment where all learners and staff feel safe from bullying.

3.2 To raise awareness of bullying and its impact on individuals within the Academy community.

3.3 To provide clear procedures for reporting and addressing bullying incidents, ensuring that all reports are taken seriously and dealt with promptly.

4. PREVENTION

4.1 Orchard Academy is committed to preventing bullying through:

- **Education:** Raising awareness about bullying and its effects via online workshops, classroom discussions, and the curriculum.
 - **Promoting Positive Behaviour:** Encouraging respectful communication and fostering an environment of mutual respect and empathy.
 - **Monitoring:** Actively monitoring online interactions to detect potential bullying behaviour.
 - **Support:** Providing resources for students and staff to understand the importance of respect and to develop positive relationships.
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5. REPORTING BULLYING

5.1 Reporting Procedure for Students:

Students who experience or witness bullying are encouraged to report the incident to a member of staff, a course tutor, or the designated safeguarding lead. Reports can be made confidentially.

5.2 Reporting Procedure for Staff:

Staff members who witness or are made aware of bullying should report it immediately to their line manager or the Head of Academy.

5.3 Anonymous Reporting:

Concerns about bullying can also be reported anonymously through the Academy's online reporting platform. However, anonymous reports may limit the Academy's ability to fully investigate.

6. RESPONSE TO BULLYING

6.1 All reported incidents of bullying will be taken seriously and investigated promptly. The investigation process will include:

- Acknowledging the report and initiating an investigation
- Gathering statements from the individuals involved
- Reviewing evidence, including digital interactions if applicable
- Taking appropriate action based on findings

6.2 Actions may include:

- Mediation and conflict resolution between the parties involved
 - Disciplinary action if necessary, including suspension or exclusion of the bully
 - Providing support and counselling for the victim of bullying
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7. SUPPORT FOR THE VICTIM AND BULLY

7.1 For Victims:

Orchard Academy will provide emotional and practical support to victims of bullying. This includes access to a counsellor, adjustments in learning environments if needed, and continuous monitoring to ensure safety.

7.2 For Bullies:

Support will be offered to individuals who engage in bullying behaviour, helping them understand the consequences of their actions and encouraging positive behavioural change.

8. CONFIDENTIALITY

8.1 All reports of bullying will be handled confidentially, ensuring that the privacy of all parties is respected. Information will only be shared on a need-to-know basis.

9. REVIEW OF THE POLICY

9.1 This Anti-Bullying Policy will be reviewed annually to ensure its continued relevance and effectiveness. Any updates will be communicated to all students, staff, and volunteers.

10. CONCLUSION

Orchard Academy is committed to ensuring that bullying is not tolerated within its online community. By promoting respect and addressing any issues swiftly, we aim to create a positive learning environment where every individual feels valued and secure.

Approved by: Management Committee, Orchard Academy

Next Review Date: September 2025