

ANTI-BULLYING STATEMENT

January 2024

The JCB Academy has a duty of care towards its learners due to the fact that the Principal and staff stand in *loco parentis* (in place of the parents); this duty of care includes protecting learners from potential harm caused by bullying.

The JCB Academy takes a zero tolerance approach to bullying behaviour and all staff work hard to foster an environment where learners feel confident about reporting bullying, safe in the knowledge that the matter will be addressed and resolved in accordance with the perceived victim's wishes and feelings.

It is important to note that we will intervene in bullying incidents which occur in the academy, on academy transport or at the bus stop and via social media if it is impacting on our learners during their school day and causing them distress.

All our learners attend regular PSHEE sessions, assemblies and Personal Development sessions on anti-bullying. They are reminded of the nature of bullying behaviours, ways in which they can keep themselves safe and, most importantly, ways in which they can access support should they need to.

Learners and parents/carers are encouraged to report any concerns that they have regarding bullying to any of the following:

- Their son's/daughter's mentor.
- Their Heads of Year/Assistant Head of Year
- Any member of the Inclusion Team
- Any other member of staff

Learners can also report bullying by using the link via the QR codes available on the buses/inside each toilet cubicle

Bullying incidents are logged and a report is prepared for submission to the Principal and Trust Board. Data is analysed and trends identified in relation to the nature of bullying and the location it has taken place so that concerns can be addressed to make The JCB Academy a safe place for all learners.

Any concerns regarding bullying, this statement, or the Anti-Bullying Policy should be addressed to Mr Gardner, Director of Safeguarding, Standards and Culture, who can be contacted by telephone on 01889 506100 or by email to j.gardner@jcbacademy.com