



1. Introduction

Pinnacle-AP is committed to providing a safe, supportive, and positive learning environment for all students. This policy reinforces our dedication to creating a culture of respect, responsibility, and self-discipline, where all students can thrive and achieve their full potential. This policy should be read in conjunction with other relevant policies, such as the Behaviour Management Policy and Safeguarding policy.

2. Principles

- **Respect:** All students and staff should be treated with respect and dignity.
- **Safety:** We prioritize the safety and well-being of all students and staff.
- **Inclusivity:** We value diversity and promote an inclusive environment where everyone feels welcome and supported.
- **Zero Tolerance:** Pinnacle-AP has a zero-tolerance policy for bullying in any form.

3. Definition of Bullying

Bullying is defined as repeated, intentional behavior that causes harm or distress to another person. It can take many forms, including:

- Verbal bullying (e.g., name-calling, threats, insults).
- Physical bullying (e.g., hitting, kicking, pushing).
- Social bullying (e.g., exclusion, spreading rumors, damaging relationships).
- Cyberbullying (e.g., online harassment, sending hurtful messages, posting embarrassing photos or videos).
- Any form of harassment or discrimination.

4. Expected Behaviours

Students are expected to:

- Treat staff and fellow students with respect.
- Use appropriate language and behavior.
- Adhere to online safety guidelines.
- Report any incidents of bullying they witness or experience.

5. Unacceptable Behaviours

Unacceptable behaviors include, but are not limited to:



- Any form of harassment, bullying, or discrimination.
- Inappropriate language or behavior towards students or staff.
- Cyberbullying.

6. Addressing Concerns

- **Reporting:** Any incidents of bullying should be reported immediately to a member of staff. Safeguarding concerns will be reported immediately to the Designated Safeguarding Lead (DSL), Rhonda Thomas.
- **Restorative Practices:** Conflicts will be addressed through restorative conversations and mediation.
- **Escalation:** Persistent or serious bullying will be addressed by the DSL (Designated Safeguarding Lead).
- **Consequences:** Appropriate consequences will be implemented for those found to be engaging in bullying behavior, in line with the Behaviour Management Policy.

7. Safeguarding

Any concerns about a student's welfare or safety must be reported immediately to the Designated Safeguarding Lead (DSL), Rhonda Thomas.

8. Review

This policy will be reviewed annually.

Rhonda Thomas

Pinnacle-AP