



Trinity Academy Behavior & Anti-Bullying Policy

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1. Introduction

We at Trinity Academy are dedicated to providing a safe, nurturing, and inclusive environment for all students. Our Behavior & Anti-Bullying Policy underscores our commitment to fostering positive relationships, preventing bullying, harassment, and discrimination, and promoting a culture of respect, empathy, and responsibility among our diverse community of day students and boarders.

2. Purpose

The purpose of this policy is multifaceted:

- To uphold our school's zero-tolerance stance against all forms of bullying, harassment, discrimination, and inappropriate behaviours, whether on campus or in the residential facilities.
- To establish clear expectations for student conduct and provide guidance on appropriate behavior in both day and boarding contexts.
- To implement comprehensive procedures for reporting, investigating, and addressing incidents of bullying and misconduct, ensuring a swift and effective response.
- To ensure that all members of our school community, including day students and boarders, understand their rights and responsibilities in creating a safe and supportive learning environment.

3. Definitions

- **Bullying:** Bullying encompasses repeated, deliberate, and harmful behavior, whether physical, verbal, social, or digital, that creates an imbalance of power and causes distress to the victim.
- **Harassment:** Harassment refers to unwelcome or hostile behavior, including but not limited to verbal or physical abuse, intimidation, threats, or coercion, based on protected characteristics such as race, ethnicity, gender, sexual orientation, disability, or religion.
- **Discrimination:** Discrimination involves treating someone unfairly or unfavourably based on their actual or perceived characteristics, including but not limited to race, ethnicity, gender identity, sexual orientation, disability, religion, or socioeconomic status.

- Expected Behavior: Expected behavior encompasses the values of respect, kindness, empathy, integrity, and responsibility that all members of our school community are expected to uphold in their interactions with others.

4. Expected Behaviour

All students, whether day students or boarders, are expected to:

- Treat fellow students, staff, and visitors with respect, kindness, and empathy at all times.
- Foster a sense of belonging and inclusivity within the school community, welcoming individuals from diverse backgrounds and perspectives.
- Resolve conflicts and disagreements peacefully and constructively, using dialogue and mediation to find mutually acceptable solutions.
- Refrain from engaging in any form of bullying, harassment, discrimination, or other inappropriate behaviours, whether during school hours, in the residential facilities, or online.
- Take personal responsibility for their actions and their impact on others, demonstrating accountability and integrity in all aspects of their behavior.

5. Prohibited Behaviour

Prohibited behaviour within the school community, including the day and boarding facilities, include, but are not limited to:

- Physical bullying, such as hitting, kicking, pushing, or any form of physical violence or intimidation.
- Verbal bullying, including name-calling, taunting, teasing, or using derogatory language to demean or humiliate others.
- Social bullying, which involves excluding, ostracizing, or spreading rumours or gossip to undermine the social standing or reputation of others.
- Cyberbullying, including harassing, threatening, or spreading harmful content through electronic communication channels or social media platforms.
- Harassment or discrimination based on protected characteristics, including race, ethnicity, nationality, gender, sexual orientation, disability, religion, or socioeconomic status.
- Any other behaviour that create a hostile, intimidating, or offensive environment for fellow students or disrupt the harmony and well-being of the school community.

6. Reporting Procedures

We encourage all members of our school community to promptly report any incidents of bullying, harassment, or other prohibited behaviour to school authorities. Reports can be made verbally, in writing, or anonymously, and will be treated with the utmost confidentiality and sensitivity.

7. Investigation and Response

Upon receiving a report of bullying or misconduct, the school will initiate a thorough and impartial investigation, involving school administrators, residential supervisors, and other relevant personnel. The investigation will adhere to established procedures and may include interviewing the parties involved, gathering witness statements, and reviewing any available evidence.

If the investigation confirms that bullying or misconduct has occurred, the school will take immediate action to address the behavior and provide support to the individuals affected. This may include implementing interventions, offering counselling or other support services, and imposing disciplinary measures as appropriate.

8. Support and Intervention

Trinity Academy is committed to providing comprehensive support and intervention to students who have been affected by bullying or misconduct. This may include:

- Offering counselling services and emotional support to students who have been targeted or who have engaged in bullying behavior.
- Providing peer support groups or mentoring programs to promote positive relationships and resilience among students.
- Implementing restorative justice practices to repair harm, restore relationships, and foster empathy and understanding within the school community.
- Collaborating with parents, guardians, and external agencies to ensure the holistic well-being and safety of students, both day and boarding.

9. Disciplinary Measures

Trinity Academy upholds a robust system of behavior management to ensure the safety and well-being of all students. Students who engage in bullying, harassment, or other prohibited behaviour will face disciplinary measures in alignment with the severity and recurrence of their actions. These measures may include verbal warnings, written reprimands, temporary or permanent removal from extracurricular activities, in-school or out-of-school suspension, referral to counselling or support services, community service, or restitution.

In cases of bullying, where the behavior significantly violates the principles of our community and poses a threat to the welfare of others, expulsion from Trinity Academy may be enforced. Expulsion serves as a resolute deterrent, emphasizing the gravity with which we regard the protection and inclusivity of our school environment. This measure underscores our unwavering commitment to fostering a culture of respect, empathy, and accountability, and serves as a decisive statement against acts of intimidation or harm within our community.

10. Confidentiality

Trinity Academy is committed to protecting the privacy and confidentiality of all parties involved in reports of bullying or misconduct. Information related to investigations, interventions, and disciplinary actions will be shared on a need-to-know basis and in accordance with applicable laws and regulations.

11. Communication with Parents and Guardians

The school will maintain open and transparent communication with parents and guardians regarding incidents of bullying or misconduct involving their children. This may include:

- Informing parents of reported incidents and the steps being taken to address them.
- Seeking input and collaboration from parents in developing support plans or interventions.
- Providing updates on the resolution of reported incidents and any follow-up actions that may be necessary.

12. Training and Awareness

Trinity Academy is committed to providing ongoing training and awareness programs for students, staff, parents, and the wider community on topics related to bullying prevention, conflict resolution, and positive behavior support. These programs may include:

- Professional development workshops for staff on identifying and responding to bullying behavior.
- Student-led initiatives and peer education programs to promote kindness, empathy, and inclusivity.
- Parent education workshops on recognizing signs of bullying, communicating effectively with children, and accessing support services.
- Community events, guest speakers, and partnerships with local organizations to raise awareness and promote a culture of respect and acceptance.

13. Prevention Programs and Initiatives

In addition to reactive measures, Trinity Academy will implement proactive prevention programs and initiatives to create a positive school climate and reduce the incidence of bullying and misconduct. These may include:

- Classroom-based lessons and activities on social-emotional learning, empathy, and conflict resolution.
- School-wide campaigns and events to promote kindness, tolerance, and diversity.
- Peer support programs, such as mentoring or buddy systems, to foster positive relationships and peer connections.
- Anonymous reporting systems or suggestion boxes to encourage students to speak up about bullying or safety concerns.
- Regular climate surveys to assess the effectiveness of prevention efforts and identify areas for improvement.

14. Evaluation and Review

Trinity Academy will regularly evaluate and review the effectiveness of its Behavior & Anti-Bullying Policy, prevention programs, and disciplinary procedures to ensure they

remain relevant, responsive, and aligned with best practices in bullying prevention and student support. This may include collecting feedback from students, parents, and staff, analyzing incident data, and benchmarking against national or international standards.

15. External Resources and Partnerships

Trinity Academy will actively seek partnerships with external organizations, agencies, and experts in the field of bullying prevention and student well-being to enhance its capacity to address bullying and misconduct effectively. This may include collaborating with mental health professionals, law enforcement agencies, community-based organizations, and other stakeholders to provide comprehensive support services and resources to students and families.

16. Student Empowerment and Leadership

Trinity Academy recognizes the importance of empowering students to play an active role in promoting a positive and inclusive school culture. Student councils, peer support groups, and leadership programs will be established to engage students in the development and implementation of initiatives to prevent bullying, foster empathy, and promote respect and understanding among their peers.

17. Community Engagement

Trinity Academy will actively engage with the wider community, including parents, guardians, alumni, local businesses, and civic organizations, to build a strong network of support for its bullying prevention efforts. Community forums, outreach events, and partnerships will be established to raise awareness, share resources, and mobilize collective action to create a safer and more inclusive school environment.

18. Cultural Sensitivity and Inclusivity

Trinity Academy is committed to promoting cultural sensitivity, diversity, and inclusivity in all aspects of its school community. This includes respecting and valuing differences in race, ethnicity, nationality, religion, gender identity, sexual orientation, ability, and

socioeconomic status, and creating an environment where all students feel welcome, accepted, and supported.

19. Monitoring and Oversight

Trinity Academy will establish mechanisms for monitoring and oversight to ensure compliance with its Behavior & Anti-Bullying Policy and to address any concerns or incidents in a timely and effective manner. This may include appointing a designated coordinator or committee to oversee implementation, conducting regular audits or assessments of school climate and safety, and providing avenues for feedback and accountability.

20. Continuous Improvement

Trinity Academy is committed to continuous improvement in its efforts to prevent bullying, promote positive behavior, and support the well-being of all students. This includes regularly reviewing and updating its policies, practices, and programs based on feedback, research, and emerging best practices to ensure they remain effective, relevant, and responsive to the evolving needs of the school community.

This policy reflects Trinity Academy's unwavering commitment to fostering a safe, inclusive, and supportive learning environment where all students can thrive academically, socially, and emotionally. It serves as a guiding framework for our collective efforts to prevent bullying, promote positive behavior, and cultivate a culture of respect, empathy, and accountability within our school community.