



The Axe Valley Community College Anti-Bullying Policy

Anti-Bullying Policy

**This policy was adopted by the Governing Board of
The Axe Valley Community College
on Monday 18th April 2016**

**The policy will be reviewed every two years by the Senior
Leadership Team and Governors**

Next review: April 2018

To be read in conjunction with the following policies:

Equality Policy
Behaviour Policy

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

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Rationale

Bullying is a form of anti-social behaviour that the School considers inappropriate and unacceptable. Bullying can include any sort of physical, verbal or emotional intimidation of a person by another person (or group), which causes them anxiety or distress, including any form of cyber-bullying. It is characterised by its persistent nature, and is rarely a 'one off' event. We provide an environment where bullying is seen by all to be unacceptable. To this end, it is given a high profile in the PSHE programme, in tutor time, IT lessons and in assemblies. The Student Council is encouraged to discuss bullying. The governing body will not tolerate bullying of any description and supports the procedures adopted by the school.

Dealing with Bullying

Teachers and non-teaching staff receive training and are encouraged to be vigilant and to report any concerns. The school maintains a log of any reported incidents. We are committed to student-centred learning, which focuses on the needs of individuals, and we promote teaching and learning styles that encourage co-operative working. Classroom management has a key part to play in ensuring that students can work in a variety of groupings and thus extend their relationships beyond a small group of friends.

Principles

- We will create a supportive atmosphere in which all students feel able to talk about their problems.
- Students will always be listened to by an appropriate member of staff when reporting incidents of bullying, and what they say will be taken seriously.
- Allegations of bullying will be dealt with swiftly.
- Every effort will be made to resolve problems between students through the counselling of both parties; both may need support in addressing and modifying their behaviour.

Procedure

- The tutor is the first point of contact and will discuss incidents of suspected bullying with the students and, if appropriate, the parents. Students involved will be interviewed individually and their experiences recorded. They will be given the opportunity to talk about their perceptions of the incident and their feelings. The member of staff will then arrange for the students to meet together with them to agree a set of targets to prevent bullying occurring again. The situation will be monitored carefully.

- Where problems persist the tutor will work with their Head of Year in order to resolve the matter via mediation. Any further incidents will be followed up immediately.
- Should serious problems still exist, an Assistant Headteacher and possibly the Headteacher will become involved. If there are repeated incidents sanctions will be employed.
- Parents will be kept informed at each stage in any incident of bullying and of any action taken.

Bullying will always be treated as a problem and a 'problem solving' approach will be adopted. Students must recognise that the school will not accept bullying.