



Anti-Bullying Policy

Who is responsible	VLT Board
Statutory policy	No
Review timescale	3 years
Last review	July 2017
Approval date	12 th July 2017
Next review	July 2020

This Trust and the Academies within the Trust are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

Vector Learning Trust Anti-Bullying Policy

Bullying is a form of anti-social behaviour that the Trust 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.

It is characterised by its persistent nature, and is rarely a 'one off' event. We provide an environment within our Academies 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 and in assemblies. The Student Council is encouraged to discuss bullying.

We do not tolerate any incidents of bullying. Teachers and non-teaching staff are encouraged to be vigilant and to report any concerns. 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.

Dealing with Bullying

Principles

- We try to create a supportive atmosphere in which all students feel able to talk about their problems. They 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 are dealt with swiftly. The tutor is the first point of contact and will discuss incidents of suspected bullying with the students and, if appropriate, the parents.
- Where problems persist the tutor will work with their Senior Tutor in order to resolve the matter via mediation. Should serious problems still exist, the Assistant Headteacher and possibly the Headteacher will become involved.
- Every effort is made to resolve problems between students through the counselling of both parties; both may need support in addressing and modifying their behaviour.
- Parents will be kept informed at each stage in any incident of bullying.

Procedure

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.

Any further incidents will be followed up immediately. Parents will be informed of the incidents and any action taken.

Bullying will always be treated as a problem and a 'problem solving' approach adopted. If there are repeated incidents sanctions will be employed. Students must recognise that the Trust and the Academy will not accept bullying.