



THE AVON VALLEY SCHOOL AND PERFORMING ARTS COLLEGE

ANTI BULLYING POLICY

Date of Policy: September 2023

Date of next review: September 2024

Who the review will involve: The Headteacher, The Senior Leadership Team, Learning Managers, Staff, Parents and Governors.

Senior member of staff responsible for overseeing that this policy is implemented and regularly reviewed: Darren Walden (Deputy Headteacher)

DEVELOPMENT AND DISSEMINATION PROCESS

The policy will be communicated to all relevant partner agencies and visitors and included within the staff handbook. A summary of the policy has been disseminated to parents through the newsletter and a copy of the policy will be held in the school office and is available for viewing.

STATEMENT OF INTENT

This school believes that:

- Bullying is undesirable and unacceptable
- Bullying is a problem to which solutions can be found
- Seeking help and openness are regarded as signs of strength not weakness
- All members of our community will be listened to and taken seriously
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear
- All of us have a responsibility to ensure that we do not abuse or bully others
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously
- Children and young people should be involved in decision-making about matters that concern them
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse

- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear

DEFINITION OF TERMS

Bullying is 'Behaviour' **by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**'.

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking, hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.
- Bullying related to gender/gender identity.

AIMS AND OBJECTIVES

- To assist in creating an ethos in which attending The Avon Valley School is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable
- To enable everyone to feel safe while at Avon Valley School and encourage pupils /children/young people to report incidents of bullying
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect the victims of bullying and ensure they are listened to
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change

- To liaise with parents and other appropriate members of our community
- To ensure all members of our community feel responsible for helping to reduce bullying
- Our whole community can evidence ownership of the school/setting anti-bullying policy
- To maintain and develop effective listening systems for children, young people and staff within The Avon Valley School
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school/setting community(e.g. part-time staff/volunteers) in dealing with effectively with, and if necessary referring, bullying incidents
- To communicate with parents and the wider school/setting community effectively on the subject of bullying
- To acknowledge the key role of every staff in dealing with incidents of bullying
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations
- To promote emotional health and wellbeing across the whole school and for all the members of our community to role-model this in all situations

PRACTICE AND PROCEDURES

PREVENTION

What we do to prevent bullying

Everyone involved in the life of the school/setting must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all involved have agreed to:

- be supportive of each other
- provide positive role models
- convey a clear understanding the we disapprove of unacceptable behaviour
- be clear that we all follow the ground-rules of The Avon Valley School
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- support each other in the implementation of this policy

All the members of the school community are expected to report incidents of bullying

All Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff are supported with regular training and development on issues around preventing, recognising and challenging bullying behaviours. Staff have access to an [anti-bullying handbook](#), that guides them through how to recognise bullying, how to deal with bullying, how to report bullying and how to help those involved.

Staff will:

- Provide children with a framework of behaviour including rules which support the whole school policy
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying through the curriculum including activities, stories, role-play, discussion, peer support, school council, etc.
- Through the head teacher/senior staff member, keep the governing body well informed regarding issues concerning behaviour management

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to lead on anti-bullying within school leadership

Through the development and implementation of this policy, The Avon Valley School trusts that all children, young people, parents/carers and staff will:

- Feel confident that everything is being done to make The Avon Valley School a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Be reassured that action regarding bullying will take place

RESPONSIVE

Reacting to a specific incident

Reporting:

All incidents of bullying should be reported to ensure that all members of the school community feel safe, listened to and secure. Students can talk to any member of staff at any time to share their worries and the problems that they are having. Every House in the Pastoral team has a non-teaching member of staff (Student Welfare Leader) who is there to offer support and help to any student in the school.

Students can also report a bullying incident by using the QR code embedded on the Anti-Bullying Poster (see appendix 1). Once logged through the app, the bullying report is sent through to key members of staff in school to act upon. There is also a virtual Anti-Bullying Safe Room that can be accessed by all students to ask for support and to report a concern.

Recording:

All incidents will be recorded by the school/setting through the Safeguard My School software. A Designated Safeguarding Lead will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the severity of the incident, and the response of those involved.

1. The school community needs to be made aware that when a bullying incident has come to the attention of adults in the school/setting, it has been taken seriously and action has resulted

The school expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken
- Discussing strategies for making amends/'repair and rebuild', potentially through the use of restorative justice practices.
- Anti-bullying ambassadors to work with vulnerable students in the school

2. Measures will be in line with the school's behaviour and discipline policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships – possibly with trained members of staff through Restorative Practices
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity
- Formal letter home from the senior staff member/head teacher expressing concerns

- Pastoral support plan
- Detention after school
- Internal suspension in IIU
- Restorative behaviour work in 'The Bridge'
- Fixed term exclusion
- Governor Behaviour Panel
- Off Site Directive
- Permanent exclusion

3. Safeguarding procedures will be followed when child protection concerns arise.

REVIEW

This policy will be reviewed annually.

It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The stakeholders of this policy are children and young people, staff, parents and carers, governors and people from other organisations involved with the life of The Avon Valley School including before/after school clubs, transport, staff etc.

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors once a term.

The Avon Valley School & Performing Arts College

Anti-Bullying at AVS

Reporting a bullying concern

 If you are being bullied, or you are concerned about someone else who is being bullied, it is very important this is reported so that it can be dealt with.

What is bullying?

Verbal
Name calling, persistent teasing, mocking, taunting and threats.

Physical
Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.

Emotional
Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

Cyberbullying
The misuse of digital technologies or communications to bully a person or a group, typically through messages/apps or actions that are threatening and/or intended to cause

Racist
Targeted at ethnicity, skin colour, language, religious or cultural practices.

Homophobic, biphobic and/or transphobic
Targeted at actual or perceived sexuality and/or gender.

Sexual and/or sexist
Sexual and/or sexist behaviour that is intended to cause offence, humiliation or intimidation.

Disablist
Targeted at an impairment or special educational need.

Targeting any 'difference'
Bullying behaviour can also be targeted at 'looks', weight and height, colour of hair, wearing glasses or braces, acne, scars, marks or conditions of the face or body, poverty, gifts and talents or family situation (e.g. divorce, bereavement, homelessness).

How it works...

Use the camera on your phone to scan the QR code.

This will open a Google Form.

Fill in the form giving as much detail as possible.

Click "submit".

Someone will come and speak to you soon.



Aspire Engage Achieve