



The Aylesbury Vale Academy

Success Beyond Belief

A Church of England Academy

BULLYPROOFING POLICY

SEPTEMBER 2009

VISION:

That every young person graduates from Aylesbury Vale Academy as citizens of an international community where they have the mobility borne from their outlook, qualifications, skills and experience to be successful.

GUIDING PRINCIPLES: WE ADOPT THE CHRISTIAN VALUES OF:

- Honesty
- Respect
- Compassion
- Love
- Forgiveness
- Self-discipline
- Creativity
- Hope

OBJECTIVES:

1. To provide a tolerant, friendly and safe environment for all students and a learning environment which is relaxed and secure.
2. To deal with any bullying activity in a swift and sensitive manner.
3. To make aware to all members of staff, parents and carers the signs associated with bullying and the actions to be carried out by them.

MONITORING (via Governors' Scrutiny Committee):

1. Throughout the academic year the committee will ask to see evidence that bullying is dealt with promptly and effectively.
2. The committee will gain evidence from the reports submitted by the Head of College.
3. The chair of the committee will ask to see evidence that the bullying has been dealt with appropriately and that the Academy promotes an anti-bullying environment.
4. The committee will be provided with the findings of report submitted by the Head of College.
5. Visit the Academy to follow lines of enquiry as a result of the committee meeting (adhering to the protocol for governor visits).

REVIEWING

The Governing Body is responsible for reviewing its policies and the Principal is responsible for reporting on the implementation of the policy.

1. Has the policy been successfully implemented?
2. Has the policy had the intended impact in the Academy and on the young people?
3. Are the current objectives to remain the same and do they support other policies and development priorities?

NOMINATED MEMBER OF STAFF:

HEAD OF COLLEGE

APPENDIX 1

Operating Statement

The aim of the Academy's anti-bullying policy is to clarify for students, staff and parents/carers that bullying is always unacceptable. We wish to encourage an environment where independence is celebrated and individuals can flourish without fear. Every student has the right to be safe and happy within the Academy and to be protected when he/she is feeling vulnerable. The Christian values of love and compassion will be strongly promoted within the Academy and we will expect students to tolerate the cultural and personality differences presented to them.

Aylesbury Vale Academy encourages all students who are being bullied to tell someone.

We believe in creating an atmosphere where students are listened to and believed.

APPENDIX 2

Effective Anti-bullying procedures

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or clinging to adults. They may show changes in their work patterns, may lack concentration or may even truant from school.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name calling, sarcasm, spreading rumours, teasing because of size etc.
- Cyber all areas of internet ,such as email & internet chat room misuse
- Mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

Possible Signs and Symptoms, the child:

- Is frightened of walking to or from the Academy
- Changes to their usual routine
- Is unwilling to go to the Academy (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Comes home with clothes torn or books damaged

- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home starving (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Parents

If parents suspect their child is being bullied they should contact their Form Tutor. Parents should be prepared with the signs and symptoms and any suspicions they have regarding those carrying out the bullying.

Parents must leave the initial investigation to the Academy. Any attempt to resolve the issue themselves will inevitably make the matter worse.

Parents should encourage their child to talk to their Form tutor or another member of staff.

Students

If a student feels they are being bullied they must tell an adult, parent, Form Tutor or other member of staff.

Students who witness bullying must tell an adult, parent, Form Tutor or other member of staff.

Staff

If bullying is reported to a member of staff they will record the details as presented to them and pass on to the students' (victims') Form Tutor.

The Form Tutor will initiate the 3Rs process, with the support of other members of staff as appropriate:

- Reflection – what has happened? Could it have been different?
- Resolution – How can we try to ensure this doesn't happen again?
- Reconciliation – how we put things right between those involved?

Staff will record all incidents of bullying.

In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.

If necessary and appropriate, the police will be consulted.

Time out may be used if deemed appropriate. The level of time out will be determined by the success of the 3Rs process and the students' records.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their Form Tutor or a member of staff of their choice
- Reassuring the student
- Offering continuous support with a designated member of staff
- Restoring self-esteem and self-confidence
- Referral to a counsellor
- Offering continuous support and advice to parents

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrongdoing and the need for change
- Informing parents to help change the attitude of the student
- Referral to a counsellor

APPENDIX 3

APPROVED	17 th July 2009		
REVIEW DATE	16 th July 2010		
SIGNED PRINCIPAL		PRINT NAME	
SIGNED CHAIR OF GOVERNORS		PRINT NAME	