



ASHLAWN SCHOOL
'A High Performing Specialist Academy'

ANTI - BULLYING POLICY

Policy & Procedure Number	AP003
School Link	E Cheney
	Website <input checked="" type="checkbox"/>
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Ashlawn School Anti – Bullying:

Purpose:

The purpose of this policy is to raise the achievement of all students and to this end to specify the school's beliefs, attitudes, values and actions related to the issue of bullying.

Underpinning Aims:

The aims of Ashlawn School contain the following relevant statements:-

- To provide an environment in which girls and boys of all abilities and cultures can succeed and thrive.
- To develop in our students the capability for autonomy, the ability to take responsibility for their own lives.
- To prepare our students for participation in a multi-cultural and multi – ethnic society.
- To encourage in our students the development of a proper sense of moral values and of conduct based on this.
- To set for and expect of our students high standards of academic performance, conduct and appearance.
- To develop in each of our students self esteem and equal esteem for others.

Underpinning Values:

The values of Ashlawn School contain the following relevant statements:-

- An extended community of persons where each member is accorded the respect and dignity which are the right of all persons.
- Where the equal value of all persons is recognised.
- Where it is a privilege and responsibility to accept each person and create an accepting community.
- A just community where access, opportunity and resources are seen to be available to all with equity.
- A caring community based on fair, understanding compassionate relationships.
- Where rights and responsibilities have joint emphasis.
- Where there are high expectations of all in the pursuit of excellence.
- Where there is a positive, constructive approach to all fostering self belief and positive self image.

In addressing the issue of bullying we are trying to ensure that Ashlawn is a learning environment where these aims will be attained, so that all our students can feel confident and safe – confident in their own sense of personal worth, and safe from the pain and unhappiness caused by bullying. Ashlawn students will then become high achievers.

Definitions of Bullying:

“Bullying is the willful, conscious desire to hurt another and put her/him under stress” (Tattum 1988).

From the victim’s viewpoint it could be said that bullying has taken place when an individual or group is/are left feeling hurt (injured), threatened, or anxious by the unwarranted unkind actions of another individual or group.

Bullying could include any or all of these:-

- Rude/aggressive gestures.
- Hostile/disdainful looks.
- Verbal abuse – name calling, spreading rumours, humiliation, threats.
- Physical aggression – includes physical intimidation, assault, kicking, hitting, punching.
- Extortion.
- Exclusion from peer group.
- Hiding belongings or theft of property.
- Sexually abusive or sexually explicit comments, unwanted physical attention or contact.
- Racial harassment (see appendix 1).*
- Homophobic bullying – physical or verbal abuse focusing on the issue of a person’s sexuality.
- Cyber bullying; any form of abuse or intimidation by means of mobile phone or computer technology eg: Facebook comments, Snapchat or Internet abuse.

Actions:

It is the responsibility of the following stakeholders in Ashlawn School to act in accordance with the following guidelines:

- **STUDENTS.** Students who witness any form of bullying should report it to a teacher who **will take the matter seriously and act immediately.**
- **PARENTS.** Parents who witness bullying or who hear of it from their daughter or son should inform the school as soon as possible.
- **TEACHERS.** Teachers should, at all times act as role models to students by acting with respect and courtesy to others and show a definite anti – bullying stance in their dealings with everyone. Teachers, in their lessons, and when around the school should always **deal with and report any incidence of bullying.** We should actively seek to include all individuals in our compass and to encourage students to do the same.
- **Heads of departments** will lead their colleagues in implementing this policy as the quality of learning and teaching is impaired by bullying. No Head of Department will allow bullying to be tolerated in their classrooms. They will:-
 - Make very clear to students on a regular basis, our attitudes and actions against bullying.
 - Remind students regularly of our Code of Conduct.
 - Use Departmental Meeting time to reinforce such values to colleagues.
 - Deal with incidents of bullying within their Departments along the lines set out in this document. They will:-
 1. Interview the bully and the victim separately.
 2. Interview the bully and the victim together to obtain conciliation if appropriate.
 3. Bully may be excluded from a peer group for a period of time if appropriate.
 4. Any other sanctions should be clear and fair and applied without any form of intimidation.

5. Any actions must be noted and dated and sent to HOY for information and filing.
6. All incidents must be reviewed at a later date.

- **Tutors** will see bullying from the victim's point of view and will reinforce the values of the school to other tutees and against the bullies. They will:-

1. Make very clear on a regular basis our attitudes and actions against bullying during tutor time.
2. Remind students regularly of our Codes of Conduct.
3. Deliver those parts of the Pastoral Programme that relate to Bullying.
4. Help students to develop skills and strategies to help them to deal with bullying.

- If Tutors see acts of bullying by their tutees they will:-

1. Interview bullies and victims separately
2. Interview bullies and victims together to obtain conciliation if appropriate.
3. Parents may be contacted if appropriate.
4. Contact their HOY if there is a repeat of the offence.
5. All sanctions must be clear and fair and applied without any form of intimidation.
6. All discussions must be noted and dated and passed to the HOY for information and filing.
7. All incidents must be reviewed at a later date.

Heads of Year: will reaffirm the policy through Assemblies, year meetings, bulletins, and notice board displays and take action against bullies which will involve meetings with parents.

- HOY will follow the guidelines set down for HOD's and in addition will:-
 1. Contact Parents to set up a meeting where acts of bullying have not ceased after strategies have been adopted.
 2. Keep a log of bullying incidents.

Heads of School: will similarly, reinforce the policy and lead and support teams in its implementation.

- HOS will regularly monitor the implementation of the processes and procedures involved in this policy by discussing the cases with HOY in Team Meetings.
- HOS will lead Teams in implementation and modification of this policy.
- HOS will lead review discussions at HOY meetings at regular intervals to update the policy.

Head teacher and Senior Leaders will also reinforce the policy through their Assemblies and other dealings with students and parents. The Head teacher will use his/her powers of sanction judiciously. If any member of SLT is involved in dealing with an incident of bullying they will also follow the procedures set down for Heads of Department.

GOVERNORS will sit on a disciplinary panel where and when this is required. They will also support, monitor and evaluate the policy.

Monitoring and Evaluation:

The incidence of bullying will be monitored by the HOS and reviewed annually as a standing item on the HOY agenda. This meeting will formally consider the effectiveness of this policy and its procedures.

HOY and HOD will monitor the occurrence of bullying in their areas and the procedures taken against it. To aid this process a Pro – forma will be used which will start with the victim’s allegations of bullying and will show what was done and how the situation was resolved. A copy of this is attached.

Appendix 1* Racial Harassment.

Ashlawn School is absolutely clear about its commitment to Equal Opportunities and to an inclusive society. There is no place in our school society for racism. It is important to distinguish racism from other forms of bullying and unacceptable behavior though many of the actions are unwarranted, unpleasant acts which cause hurt and stress to others.

The whole school approach to anti racism must be proactive and consistent and to this end the school will:-

- Provide positive images and role models which reflect the experiences of all people in our multicultural society.
- Critically examine our existing resources to ensure that stereotyped and outdated images and viewpoints are not being perpetuated.
- Develop, where possible and appropriate, global dimensions to our work and life which value all members of our multicultural society.
- Explore with students, at the appropriate level, issues of racism and equality in personal, community and global contexts and inviting them to develop strategies for promoting justice and challenging injustice.
- Encourage collaborative and co-operative approaches to learning so that students' cultural and linguistic backgrounds are reflected in a positive way.
- Build positive links with community groups and support agencies to ensure that the multicultural dimensions of the curriculum are fully developed.
- Have high expectations of **all** students' ability to achieve and ensuring that **all** student's individual learning and social needs are met.

Racism and racial harassment may take the form of the following:-

- Physical assault.
- Derogatory name calling.
- Racist graffiti.
- Wearing racist badges or insignia.
- Bringing in racist materials such as magazines.
- Verbal abuse and ridicule for cultural differences.
- Incitement of others to behave in a racist way.
- Racist comments in the course of lessons.
- Attempts to recruit to racist organizations and groups.
- Refusal to co-operate with others because of their race, colour, ethnicity, language or religion.

Dealing with racial incidents should revolve around challenge, Resolve and Monitor.

Following the processes and procedures set out in the main part of this policy, students, parents, teachers and governors will also take all racist acts seriously and deal with them according to the guidelines set out above. In addition:-

- All graffiti including racist graffiti will be removed immediately.
- All forms of racist literature and materials will be confiscated.
- No racists' badges or insignia will be allowed in school or at any event which is part of the school curriculum or life.

- Any recruiter to racist organizations will be reported to the Head teacher.

The HOY will complete a racist incident form following any incident of this nature.

ASHLAWN SCHOOL

Bullying Report

Your Name _____ **Your Form** _____

What happened?

Who was involved? _____

Where did it happen? _____

When? _____

Who were the witnesses? _____

Which teacher helped you first? _____

Teachers Report

Date: _____

Notes on interview with student (name overleaf)

Notes on interview with witnesses
Names(s)

Notes on interview with alleged perpetrator
Name

Action _____

Signed _____

Bullying - Don't suffer in silence

Information for pupils

When you are being bullied:

- **Be firm and clear – look them in the eye and tell them to stop.**
- **Get away from the situation as quickly as possible.**
- **Tell an adult what has happened straight away.**

After you have been bullied:

- **Tell a teacher or another adult in your school.**
- **Tell your family.**
- **If you are scared to tell a teacher or an adult, ask a friend to go with you.**
- **Keep on speaking up until someone listens.**
- **Don't blame yourself for what has happened.**

When you are talking about bullying with an adult, be clear about:

- **What has happened to you?**
- **How often it has happened.**
- **Who was involved?**
- **Who saw what was happening.**
- **Where it happened.**
- **What you have done about it already**

This policy is to be read in conjunction with the Safeguarding Policy