

## AHBS Anti-Bullying Policy 2025-2026

### Bullying Prevention

#### Definition

At AHBS, we strive to maintain a safe and happy environment. We encourage empathy and understanding among pupils. Occasional unkind behaviour is managed according to our relationship policy, following the flowchart below. However, when such behaviours are repeated and targeted at an individual, it is considered bullying (Level 2 misdemeanour). This policy provides guidelines for staff to follow in addressing bullying incidents.

#### Types of Bullying

1. **Verbal Bullying:** Threatening, name-calling, teasing, harsh criticism, spreading rumours, or taunting.
  - *Examples:* Persistent teasing about a person's appearance, repeated insults, or making threats.
2. **Social Bullying:** Social isolation, rude gestures, or excluding someone from activities.
  - *Examples:* Deliberately leaving someone out of a group chat, spreading false stories to damage friendships.
3. **Physical Bullying:** Hitting, tripping, pushing, or taking or throwing someone's belongings.
  - *Examples:* Tripping someone in the corridor, or forcefully taking someone's school materials.
4. **Cyberbullying:** Using digital devices and online tools to insult, threaten, blackmail, or damage someone's reputation.
  - *Examples:* Posting harmful comments on social media, sharing embarrassing photos without consent.

#### Distinguishing Bullying from Conflict

- *Bullying* involves repeated, targeted behaviour intended to harm or distress.
- *Conflict* may arise from a disagreement or difference of opinion without the intention to harm. Staff should use this distinction to determine appropriate interventions.

#### Proactive Anti-Bullying Measures

1. **Creating a Culture of Kindness and Empathy**
  - Implement empathy training and discussions about understanding others' perspectives during PSHE lessons.
2. **Assemblies**
  - Regular discussions in class or assemblies about bullying, its impact, and the importance of standing up against it.
  - Digital safety workshops to educate on safe online behaviour and responsible use of social media.

## **Response to Bullying**

If a bullying concern is raised and confirmed through investigation, the responses may include one or more of the following actions depending on the circumstances.

### **Support for the Victim**

- Providing advice and establishing a course of action to help the pupil feel safe.
- Counselling sessions to support emotional recovery.
- Regular follow-up to ensure the issue is resolved.

### **Support for the Bully**

- Behaviour intervention plans to change harmful behaviour.
- Counselling to address underlying issues that may contribute to bullying.
- Clear instructions and warnings, with involvement from parents if necessary.

### **Mediation and Restorative Practices**

- A supervised meeting between the bully and the victim to discuss their differences and agree on ways to avoid future conflict.
- Restorative activities, such as writing a letter of apology or participating in community service.

### **Disciplinary Sanctions**

- Actions against the bully, such as suspension or, in severe or persistent cases, permanent exclusion after a disciplinary hearing.
- Managed class moves or restricted access to shared spaces.

### **Technology-Related Actions**

- Requiring the bully to remove offensive material from social media, involving parents, and reporting to social media sites for content removal.

### **External Involvement**

- Engaging social services or the police if the incident warrants external intervention.

### **Bullying Flowchart**

1. **First Incident of Unkind Interactions**
  - Restorative conversation and an R5 warning. Families are informed.
2. **Second Incident**
  - Level 2 warning letter issued by the Head of School, accompanied by a one-day external suspension or reflective activity.
3. **Third Incident**

- Level 2 warning letter and a two-day external suspension. A restorative report focused on 'respect' is completed.
- 4. **Fourth Incident**
  - If behaviour does not improve, the situation escalates to Level 3 consequences as per the flowchart.

#### **Policy Review and Feedback**

- This policy will be reviewed annually, with feedback gathered from pupils, staff, and parents to make any necessary adjustments.