

AHBS Anti-Bullying policy

Bullying Prevention

Definition

At AHBS, we strive to maintain a safe and happy environment. We encourage empathy and understanding among students, and occasional unkind behaviour is managed according to our relationship policy as per the flow chart. 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.

Types of Bullying

- **Verbal Bullying:** Threatening, name-calling, teasing, harsh criticism, spreading rumours, taunting.
- **Social Bullying:** Social isolation, rude gestures, excluding someone from activities.
- **Physical Bullying:** Hitting, tripping, pushing, taking or throwing someone's belongings.
- **Cyberbullying:** Using digital devices and online tools to insult, threaten, blackmail, or damage someone's reputation.

Factors Increasing Likelihood of Bullying

- Lack of empathy and compassion
- Low self-esteem
- Concern with self-image and popularity
- Domestic bullying mirrored at school
- Jealousy
- Attention-seeking behaviour

Response to Bullying

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

- Support for the Victim: Providing advice and establishing a course of action to help the pupil.
- Support for the Bully: Offering advice to change behaviour, which may include clear instructions, warnings, or involvement of school counsellors.
- Mediation: A supervised meeting between the bully and the victim to discuss their differences and avoid future conflict, potentially involving families.
- Disciplinary Sanctions: Actions against the bully, such as suspension or, in severe or persistent cases, permanent exclusion after a disciplinary hearing.
- Managed Class Move: Changing the class of the bully.

- Technology-related Actions: Instructing the bully to remove offensive material from social media, involving parents, reporting to social media sites, and requesting content removal.
- External Involvement: Involving social services or the police.
- Parental Notification: Informing the parents of one or both pupils about the case and actions taken.
- Documentation: Noting the outcome on ISAMS and ESIS.
- Reactive PSHE Session: Addressing issues arising from the bullying incident through a dedicated PSHE session.
- Issuing Level 2 behaviour consequence.

Bullying flowchart:

First incident of unkind - interactions- warning, R5, restorative conversation. Families informed.

Second incident- level 2 warning letter issued by HOS, with one day external suspension/reflective/making amends activity set.

Third incident- level 2 warning letter issued by HOS, 2 days external suspension/reflective/making amends activity set. Restorative report for 'respect'

Fourth incident- Persistent bullying that does not change behaviour with the above strategies will escalate to a Level 3 consequence, as per the flow chart.