



ASHLEY HIGH SCHOOL

Anti-Bullying Policy

This policy was adopted / updated: December 2017

This policy will be reviewed: December 2018

Ashley High School Anti-Bullying Policy

'Every child has the right to feel safe.'

Rationale

Ashley High School is committed to providing a caring, friendly, safe environment and to preventing all forms of bullying to all students. As a UNICEF accredited Level 1 Rights Respecting School we actively promote the rights of the child including their rights to feel safe and to be listened to.

All students have the right to be educated in a safe and secure environment so that they can thrive and learn. Students need to be educated and encouraged to speak out if bullying becomes a problem for them. Potential bullies need to be educated about the possible consequences of their actions.

All staff have a responsibility to take any disclosure of bullying seriously and respond immediately.

Purpose

The purpose of this policy is to eliminate the incidence of bullying and create an environment in which everyone feels safe, secure and respected. Ashley High School will

- Ensure that the school is a safe environment for students to attend and learn
- Foster good relationships between students, their teachers and parents
- Ensure all students understand what bullying is (using the acronym **S.T.O.P – several times on purpose**)
- Educate students on how to respond to one another on how to speak out if they feel they are being bullied
- Enable students to develop strategies to tackle bullying
- Ensure that a clear, uniform approach to dealing with all forms of bullying is adopted and regularly monitored
- Ensure all staff act upon any signs of bullying immediately
- Ensure the anti-bullying message remains high profile via pastoral sessions, student council, displays and noticeboards.
- Provide a physical environment which is closely supervised and where students feel safe and secure
- Ensure students have access to the school's emotional support staff if necessary (Emotion Coach & Counsellor)
- Facilitate access to any additional interventions from outside agencies if appropriate
- Ensure bullying is challenged and awareness is raised on enrichment days and lessons

What is Bullying?

Bullying is a wilful form of anti-social behaviour and is the use of aggressive or insulting behaviour by an individual or group towards others, repeated over a period of time with the intention of hurting another person. Bullying can undermine self-esteem and generate feelings of isolation and powerlessness.

Forms of bullying are:

- **Emotional:** Being unfriendly, excluding from peer groups, and tormenting i.e. hiding possessions.
- **Physical:** Pushing, kicking, hitting, other kinds of violence.
- **Racist:** Racial; taunts, graffiti, gestures, name calling.
- **Sexual:** Sexual harassment (unwanted physical contact), sexual abuse/demeaning comments.
- **Homophobic:** Because of or focussing on the issue of sexuality.
- **Verbal:** Name calling, sarcasm, spreading rumours, teasing, threatening, intimidating.
- **Non-Verbal:** Staring someone out, laughing at someone as a group.
- **Cyber:** All inappropriate use of the internet or other forms of communication technology i.e. phones to send threatening messages, spread rumours, name call etc.

Dealing with Bullying

All staff at Ashley High School deal with incidents of bullying in a prompt and responsible way. Reports of bullying will be taken seriously by staff, but due to the nature of our children, it is imperative that staff find out exactly what has happened through appropriate means of communication from victims or witnesses to bullying. Any incidents are logged in the Incident File and those which are considered to be of a bullying nature are reported to the Senior Management Team. In this case both the bully/bullies and the victim will be questioned and their parents informed. On-going monitoring of the situation will continue until a resolution is found.

All incidents will be assessed on an individual basis and will be dealt with in a sensitive and confidential way.