

At Ash Green School we believe fundamentally that everyone in our School Community deserves the right to:

- Feel safe, secure and happy
- Treat others the way they would like to be treated
- To share a mutual respect for all members of our community (respect to all, from all)
- Celebrate difference, and value people's feelings and faiths, gender, ethnicity, sexual orientation or disabilities.
- Be who they are freely and happily

What we do at school:

- We never accept bullying behaviour
- All instances of bullying are taken seriously and investigated by our pastoral team
- A team of Anti-bullying Ambassadors through years 7-12 are available to speak to students
- We provide a safe place for students and staff to report instances of bullying
- Assemblies promote the use of the school's anti-bullying agenda
- Provide appropriate training to specialist staff and students
- Address bullying behaviour through our PSHE programme
- Ensure equality for all

What is Bullying and how can we identify it?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

Types of bullying

Bullying can manifest itself in a number of ways but primarily has three things in common:

- There is an imbalance of power
- It is deliberate, hurtful behaviour
- It can be repeated over a period of time.

Bullying can also come in various forms:

- Verbal – insulting remarks, name calling
- Physical – hitting, kicking
- Indirect – excluding people from friendship groups, spreading rumours, bringing issues from outside of school into school
- Cyber bullying – Using social media, sending text messages etc within or outside school to directly or indirectly cause annoyance and hurt to another person. This also includes encouraging someone to send or sending inappropriate or illegal images.

Roles and responsibilities

All staff are responsible for the well-being of students.

Within Ash Green School there is a designated member of the senior leadership team, in consultation with the Principal and safeguarding team, who is responsible for the implementation of the school's anti-bullying policy.

This role includes:

- Making all staff aware of the anti-bullying policy through CPD sessions led by key staff and the Anti-bullying ambassadors.
- Create appropriate assemblies particularly around anti-bullying week to encourage a whole school focus
- Direct students towards the five ways to report bullying at Ash Green School
- Liaise with the Safeguarding and Pastoral team to ensure that systems are followed to support students who are the targets of bullying
- Ensure the key staff liaise with the anti-bullying ambassadors – these are specially trained KS3/4 students who may be the first port of call for students
- Ensure that parents are signposted to anti-bullying support

All staff should:

- Be alert to and intervene where they notice instances of bullying
- Be aware of the differences between conflict and bullying
- Any incidents should be recorded on CPOMS so that these can be investigated by the Pastoral and/or Safeguarding team.

All students must:

- Report bullying if they think that it is happening
- Involve themselves in discussion about bullying during tutor time

Actions as a result of the reporting of bullying:

- Statements will be taken from parties involved
- Appropriate investigation will occur informing parents and carers
- Reflection room
- Fixed term exclusion (if appropriate)
- Police involvement (if appropriate)
- Permanent exclusion (if appropriate)
- Meetings with parents
- Restorative Justice meetings between both parties
- Actions and consequences workshop for perpetrators
- Continued monitoring of target/perpetrator with regular drop-in sessions.

Parents:

- Parents are encouraged to contact the school if they suspect their child is being bullied.
- In the first instance, we suggest this is done via the relevant Head of Year or parents can use the dedicated email address: NoBullyingHere@ashgreenschool.org.uk

Key safety advice for parents/carers:

Cyber bullying often takes the form of incorrect or inappropriate use of messaging on mobile phones to individuals through group chats.

We talk often about this in school but it remains the responsibility of ALL parents to manage and monitor their child's usage of mobile phones and wider internet usage

Be aware to the dangers of cyber-bullying and monitor your child's online usage

Set some time aside to speak with your child and advise them on ways they can keep themselves safe, speak up and avoid retaliation.

Turn on in-built internet safety features.

Don't retaliate.

Keep evidence of any instances of cyber bullying.

Report cyberbullying to CEOP, police, or Childline 08001111

Parents can also find further advice and support using the websites listed:

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

<https://anti-bullyingalliance.org.uk/tools-information/advice-and-support/advice-parents-and-carers>

<https://www.youngminds.org.uk/parent/parents-a-z-mental-health-guide/bullying/>

<https://www.mencap.org.uk/advice-and-support/bullying-and-discrimination/advice-and-support-parents-about-bullying>

<https://www.kidscape.org.uk/advice/advice-for-parents-and-carers/>

<https://respectme.org.uk/adults/bullying-a-guide-for-parents-and-carers/>

<https://www.nationalbullyinghelpline.co.uk/kids.html>

Appendix 1- School Poster-Process for reporting bullying



**You MUST report
bullying if you think
it is happening**



NoBullyingHere@ashgreenschool.org.uk

**Use any of the 5 ways below to report bullying at
Ash Green School**

Report directly to a member of staff

Report via email: NoBullyingHere@ashgreenschool.org.uk

Report directly to an anti-bullying ambassador

Report using the diary room

Report using 'The student voice' app



We never accept bullying behaviour

