



Anti-Bullying Policy

Approved by Headteacher:

Shared with Management Committee

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Ashley College Anti-Bullying Policy

Aim

Our aim at Ashley College is for every member of the school community to feel safe, happy and secure.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. It may be motivated by prejudice against particular groups and involve an imbalance of power – physical, psychological, intellectual, or through access to a group or capacity to socially isolate. It can result in intimidation through the threat of violence or by isolating students physically or online. Different forms of bullying include:

- bullying related to the race, religion or cultural background of a student
- bullying with sexist language
- sexual bullying including 'sexting'
- homophobic bullying
- bullying of students with special educational needs or disability
- cyber-bullying
- bullying by stealing
- bullying with physical force

Our approach

Our students may already have experienced bullying or bullied others at ~~other~~ **previous** schools and so we assume all students are vulnerable and offer full support from the start. We are sensitive to the fact that inappropriate, aggressive or intimidating behaviour can quickly change the atmosphere of a school and so encourage all students to recognise the importance of tolerance, manners and mutual respect. All our staff are expected to lead by example.

We foster empathy as each student has experienced to some extent physical, emotional or mental health problems and it is important that all students are sensitive to others' vulnerabilities as well as to their own. We well understand that any behaviour which can be interpreted as bullying must be dealt with as quickly as possible in the interest of the victim, the perpetrator and entire school community.

Preventing bullying

We foster a culture of inclusion and tolerance and a positive cheerful learning environment. We encourage communication and consultation throughout the school to prevent friction, conflict and any form of bullying.

Students are aware that they can alert any member of staff should any incident occur that causes upset. All teaching staff are approachable so students feel free to report any incident

immediately. Teaching staff will quickly defuse an incident or ensure that students involved are seen by an appropriate member of staff or SLT and their CAMHS therapist is informed, normally the same day.

A private area is made available to a student reporting a bullying incident (or any distress).

Each student is assigned a Link Tutor who checks in daily during lessons and twice weekly link tutor time, on progress in wellbeing and any concerns, including bullying or intimidating behaviour. Link Tutors encourage students to air concerns.

A monthly Student Council provides an important forum for students to remain vigilant for bullying among their peers. The Council (with discrete adult guidance) encourages strong and active peer relations, a collaborative and lively atmosphere and a spirit of mutual concern for wellbeing and enjoyment at school. Most of our students are quickly disturbed by behaviour that might be interpreted as bullying and report the incident themselves before waiting for staff to discover it.

Anti-bullying curriculum

A strong PHSCE curriculum addresses key bullying issues and each year's programme is planned to reflect actual and anticipated needs and concerns of our students as well as important social issues.

Early on in the year we consult students about the content of the PHSCE programme. This collaboration enables us to address the recognition and prevention of bullying in many guises. Subjects chosen for the ~~PSHE~~ PHSCE curriculum by students themselves include:

- Bullying
- Stigma and discrimination
- Building resilience and good mental health practice
- Assertiveness and self-image
- Dealing with teenage pressures
- Identity (cultural, sexual) and respect

We arrange visiting speakers and workshops through various outside agencies e.g. Brent MIND, CAMHS, Kooth, Young Minds and through our Safer Schools Officer. Our programme is flexible and we change or adapt sessions where pressing issues arise for students. Individual circumstances and sensitivities are considered on the day of delivery and if a bullying incident has arisen we tailor the session to help resolve it and reinforce the ethos of respect and tolerance.

We work closely with Brent's PHSCE consultant and staff and students attend Anti-Bullying workshops. These have led to School Council initiatives for ~Drop-Boxes to report incidents or issues of concern anonymously. We participate in Brent Anti-Bullying Week conferences/workshops and carry this theme through to school for the anti-bullying week. During the Covid era this became a virtual event with online activities.

Outside agencies also deliver programmes covering knife crime, domestic violence, street safe, internet safety and drug and gang related issues as part of our PHSCE curriculum.

Weekly assemblies also provide an arena for exploring ideas of inclusion, understanding and tolerance through themes, historical events, movements and social issues. Our multi-faith, multi-cultural, cross generational community at Ashley College provides a rich pool of personal, cultural and social experience for sharing and learning.

Response to bullying – our disciplinary procedures

Our Behaviour Policy and Procedures sets out the full range of procedures we use for unacceptable conduct such as bullying. Our 'report card' system provides for sanctions proportionate to the seriousness of the misconduct.

	Concern	Sanction
Level 1	Low Level Behaviour	Reminder of content of code of conduct
Level 2	Persistent Behaviours <ul style="list-style-type: none"> • Continued breaking of code of conduct • Disrupting own or others learning • Refusal to cooperate or participate • Disrespectful or hurtful comments • Leaving class without permission 	<ul style="list-style-type: none"> • Reminder of code of conduct • Time out • Follow up discussion with teacher or link tutor • Enable students to understand impact of behaviour on others • Record on communication log
Level 3	Causing Concerns <ul style="list-style-type: none"> • Continuing concerning behaviour and/or deteriorating behaviour • Disrespectful or hurtful comments • Endangering the safety of themselves or others • Verbal abuse not following Esafety guidance and procedures • Losing temper • Damaging property deliberately • Repeatedly leaving class without permission • Serious challenge to authority • Verbal abuse to staff 	<ul style="list-style-type: none"> • Removal from class • SLT intervention • Telephone to parent/carer • Meeting with parent/carer • Student put on report card • Record everything on communication log
Level 4	Causing Serious Concern <ul style="list-style-type: none"> • Verbal aggression/threat • Inappropriate online behaviour • Fighting and /or throwing dangerous objects • Vandalism • Use of drugs, smoking and/or alcohol • Possession and/or use of a dangerous weapon • Leaving the building without permission • Bullying • Racist/homophobic/sexist comments • Theft • Peer on peer abuse 	<ul style="list-style-type: none"> • Segregate from other students • SLT involvement • Immediate telephone call to parents/carers, mainstream school and involved professional to review provision offered • Possible fixed term exclusion • Possible police involvement

Off school premises

If an incident of bullying outside the school premises is reported, we will investigate and take action on school premises when the pupil is under school control. Further information is available from Department for Education – see Links below.

Links and further information

[Keeping Children Safe in education](#)

[Behaviour and Discipline in Schools, Department for Education, January 2016](#)

[Getting the Simple Things Right – Charlie Taylor, Department for Education](#)

[Childnet – Cyberbullying Guidance](#)

[Approaches to Preventing and Tackling Bullying](#)

[Preventing and Tackling Bullying, Department for Education, July 2017](#) – includes list of

national and other agencies which can advise on good practice

Related Policies

Safeguarding & Child Protection Policy

Behaviour Policy

E safety Policy

SEND Policy

Code of Conduct for pupils and staff