

# AHS SAYS NO TO BULLYING!

## WHAT IS BULLYING ?

ANY REPEATED BEHAVIOUR DELIBERATELY INTENDED TO HURT, UNDERMINE, THREATEN OR FRIGHTEN ANOTHER PERSON OR GROUP, SUCH AS:

- PHYSICAL ABUSE EG. HITTING, PUNCHING, KICKING, PUSHING, PINCHING, SPITTING, UNWANTED PHYSICAL TOUCHING IE SEXUAL HARASSMENT AND/OR ASSAULT
- EMOTIONAL ABUSE EG SOCIAL EXCLUSION, "GAS-LIGHTING", MAKING THREATS, UNDERMINING
- DAMAGE TO PROPERTY, GRAFFITI, THEFT OR EXTORTION
- CYBER-BULLYING, INCLUDING CREATING AND SHARING EMBARRASSING OR MALICIOUS IMAGES OR VIDEOS, TROLLING, VOTING IN ABUSIVE POLLS, , SETTING UP HATE GROUPS/SITES, ENCOURAGING OTHERS TO SELF-HARM
- CREATING FAKE ACCOUNTS, HIJACKING OR STEALING ONLINE IDENTITIES TO EMBARRASS OR CAUSE TROUBLE USING THEIR NAME
- VERBAL ABUSE EG. NAME CALLING, INSULTING, VERBAL SEXUAL HARASSMENT, USING PREJUDICE RELATED LANGUAGE

DISMISSING ANY OF THIS AS "BANTER" WILL NOT BE TOLERATED. THE DEFINITION OF BANTER IS "THE PLAYFUL AND FRIENDLY EXCHANGE OF TEASING REMARKS". THE ANTI-BULLYING ALLIANCE TELLS US THAT "IT'S NOT BANTER IF...

- YOU WOULD BE UPSET IF SOMEONE SAID IT TO YOU
- IT'S HURTFUL
- YOU'RE NOT FRIENDS
- SOMEONE'S ASKED YOU TO STOP
- THE TARGET ISN'T LAUGHING
- IT FOCUSSES ON SOMEONE'S INSECURITIES

## WHAT IS A PREJUDICE-RELATED INCIDENT?

ANY INCIDENT WHICH IS PERCEIVED BY THE VICTIM, OR ANY OTHER PERSON, TO BE PREJUDICED TOWARDS AN INDIVIDUAL, DUE TO ONE OR MORE OF THE PROTECTED CHARACTERISTICS. IT IS DEALT WITH ACCORDING TO OUR PREJUDICED INCIDENT PROCEDURE, BUT IF IT IS REPEATED, IT WILL ALSO BE DEALT WITH ACCORDING TO OUR BULLYING STRATEGY.



# HOW TO RESPOND TO BULLYING!

IF SOMEONE IS BEING BULLIED, CARE ENOUGH TO REPORT IT.

- TELL THE BULLY OR BULLIES TO STOP
- MAKE IT CLEAR THAT YOU FIND THEIR BEHAVIOUR OFFENSIVE.
- IF YOU CANNOT DO THIS, REMOVE YOURSELF FROM THE SITUATION.
- TALK TO SOMEONE YOU TRUST.
- REPORT THE INCIDENT TO A MEMBER OF SCHOOL STAFF OR COMPLETE THE REPORT A CONCERN FORM ON THE STUDENT HOMEPAGE OF THE SCHOOL WEBSITE.
- A SINGLE ACT OF UNKINDNESS OR PREJUDICE IS A B3 ON OUR BEHAVIOUR MATRIX WHICH LEADS TO REFLECTION WORK / AFTER SCHOOL DETENTION.
- BULLYING IS A B4 ON OUR BEHAVIOUR MATRIX AND WILL RESULT IN AN INTERNAL ISOLATION AND PARENTS BEING INVITED IN TO SCHOOL.

## HOW TO CHALLENGE PREJUDICE

### INTERRUPT

I DON'T FIND THAT FUNNY.  
I'M SURPRISED TO HEAR YOU SAY THAT.  
THOSE AREN'T OUR VALUES.  
I NEED TO TELL YOU THAT YOUR  
COMMENT WASN'T OKAY.

### EDUCATE

IT'S NOT ALWAYS INTENTIONAL.  
SOMETIMES IT'S IGNORANCE.  
YOU CAN OFFER BACKGROUND AND  
CONTEXT TO EDUCATE.  
EG: DO YOU KNOW THE HISTORY OF  
THAT WORD?

### QUESTION

WHAT DO YOU MEAN BY THAT?  
WHY WOULD YOU SAY THAT?

### ECHO

ONE PERSON'S VOICE IS A POWERFUL START.  
MANY VOICES TOGETHER CREATE CHANGE. TRY  
SAYING: "THANKS FOR SPEAKING UP. I AGREE  
THAT WORD IS OFFENSIVE AND WE SHOULDN'T  
USE IT."

### REPHRASE

'DID YOU MEAN ....'  
TURN BACK THE DIFFICULT THING THEY'VE  
SAID  
TO MAKE THEM THINK AGAIN.

ALWAYS CHALLENGE CALMLY. IF YOU DON'T FEEL CONFIDENT ENOUGH  
TO DIRECTLY CHALLENGE THEN REPORT IT!  
THE AHS REPORT A CONCERN FORM IS ON THE STUDENT HOMEPAGE



# BE KIND!

IF YOU SEE:

ANOTHER  
STUDENT  
SITTING ALONE

SOMEONE  
BEING  
BULLIED

SOMEONE  
STRUGGLING  
TO MAKE  
FRIENDS

## THEN BE A LEADER!

SMILE AT THEM  
SAY HELLO  
INVITE THEM TO SIT  
WITH YOU  
INCLUDE THEM IN AN  
ACTIVITY

YOU NEVER KNOW WHAT  
SOMEONE MIGHT BE  
GOING THROUGH

YOUR KINDNESS COULD  
MAKE A HUGE  
DIFFERENCE.

BROUGHT TO YOU BY THE AHS AGENTS FOR CHANGE, THE ID GROUP AND EQUALITEACH

#KINDNESS MATTERS    #MAKE A DIFFERENCE    #BE AN UPSTANDER NOT A BYSTANDER