

ANTI- BULLY ING

FROM THE DIANA AWARD



Anti-Bullying Ambassadors: **Building Your Student Friendly Anti-Bullying Policy**

An anti-bullying policy provides a foundation for your anti-bullying work and reminds everyone of their responsibility to tackle bullying behaviour. It is possible that many students (and potentially even some staff members) won't have read your school's current policy, or know where to find it. Many policies are out of date, too wordy, and not easily accessible on schools' websites.

From our experience, a clear and concise anti-bullying policy written by the young people themselves is the best starting point for all anti-bullying work.

By law, all headteachers of maintained schools must have a behaviour policy in place that includes measures to prevent all forms of bullying behaviour among pupils (GOV UK, 2022). Similarly, proprietors of academies and independent schools are required to ensure that an effective anti-bullying strategy, and health and safety strategy are drawn up and implemented effectively. Some schools may prefer to include this as part of their behaviour policy or set out a separate anti-bullying policy. Regardless, always make sure this policy is written in cohesion with your safeguarding policy; it must be very clear when a bullying incident may need to be escalated, for example, to the police or child protection services.

Make sure you include the definition of bullying behaviour and the different forms it can take (Verbal, Indirect and Physical) in your policy. You could have a section dedicated to cyberbullying behaviour, and another which highlights places and spaces where bullying behaviour may be more likely to occur.

You might like to include information about prejudice or discrimination, with definitions of types of bullying behaviour such as racist, sexual, faith-based and disablist. Be clear about how you are going to measure your school's progress and how your policy will be communicated to all internally and externally. Crucially, ensure your policy signposts young people to sources of support, including key school contacts, external sources of support and speaking to Anti-Bullying Ambassadors!

The Department for Education provides further guidance for schools and governors about what must legally be included in these policies, as well as recommendations for what to include and how to communicate the policy. See here: [Anti-Bullying Policy | Department of Education \(education-ni.gov.uk\)](https://www.gov.uk/guidance/anti-bullying-policy)

The Process

Review your current policy

Bring staff, Anti-Bullying Ambassadors, and other students together to review your current policy. We recommend setting ample time aside to do so, for example, during morning registration or after school. You might get better results by asking people to review it independently before coming together to compare ideas. Your aim is to identify any sections currently included in your policy that are essential, out of date, need rewording, or missing important detail. Perhaps choose a different colour for each of these categories so that you can easily refer back to your notes.

Share feedback

Encourage the Ambassadors to lead the discussion and nominate a note-taker.

- Examine the language; is it clear to everyone? Is it up to date with language used in your school?
- Think about the layout of the policy; is the format clear and accessible to all?
- Discuss whether the policy is the right length; how many pages/words should it be? Are any sections repeated?
- Agree on the purpose of the policy; who is it for? are the objectives of the policy clear?

Map out a new approach

With the notes from your discussions, and some inspiration from the examples provided in this resource, decide what you need to do to improve or redesign your policy. Ask the Ambassadors what a student-friendly policy would look like to them.

Let the Ambassadors lead

Delegate the development of the Anti-Bullying Policy to your students and provide support and resources based on their needs. Try not to steer the Anti-Bullying Ambassadors too much and empower them to lead discussions.

Get creative with it

Consider different formats for your Anti-Bullying Policy. You could have a full written policy for the staff team, a shorter Student Charter with key headlines for homework diaries/planners, posters around the school or even a short film made by the students.

Why not make it into a competition where the whole school can get involved in designing a poster or display capturing the key information from your Anti-Bullying Policy?

Consider accessibility and inclusivity

Think about how your Anti-Bullying Policy could be clear and easily accessible to everyone within your school and wider school community. Perhaps you could video record the key points of your policy, and display the video around school, adding subtitles and even some British Sign Language (BSL). Recognise the diversity within your school, by translating key parts of your policy into different languages spoken by your students. Consider where you are displaying your Anti-Bullying Policy; make sure it is signposted in areas around the school which are easily accessible for all and everyone will get the chance to see it!

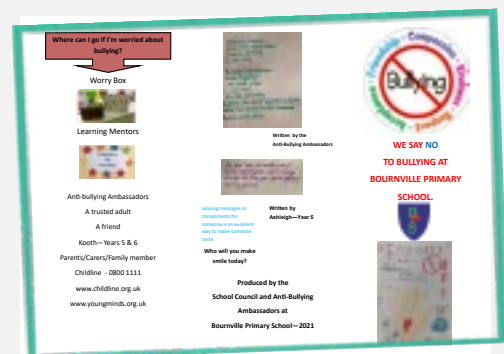
Keep it up to date!

Once complete, make sure all the students, staff, parents/carers, and governors know where to find their version of the policy. It is a good idea to also collect feedback from the whole school, which you can implement the next time you review your policy. Make sure you review your policy annually with your Anti-Bullying Ambassadors!

Examples

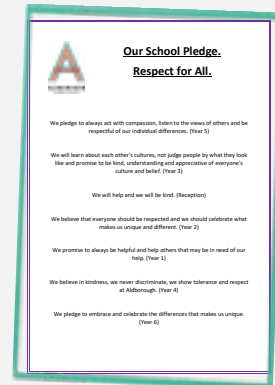
Bournville Primary School

Bournville Primary school's School Council and their Anti-Bullying Ambassadors created colourful posters and clear acronyms to illustrate their policy.



Aldborough Primary School

Aldborough Primary school created a pledge specific to each year group focusing on the theme of respect.



Kettering Buccleuch Academy

After their Anti-Bullying Ambassador training, Kettering Buccleuch Academy decided to amend their anti-bullying policy to include a section specifically focused on 'bin the banter'; an initiative they felt would be beneficial in their school.



We're proud to be the only charity set up in memory of Diana, Princess of Wales, and her belief that young people have the power to change the world. It's a big mission but there are two things within it that we focus our charity's efforts on – young people and change.

Throughout all of our programmes and initiatives, 'change' for and by young people is central, including our anti-bullying work which encourages change in attitudes and behaviours.

We hope you found this resource useful and wish you all the best in your anti-bullying journey. If you would like to help us create more resources and train even more Anti-Bullying Ambassadors, you can make a £5 donation by texting CHANGE 5 to 70470 or visit diana-award.org.uk/donate

Give us feedback on this resource:
<https://tinyurl.com/ab-feedback>

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