

# United Against Bullying School Case Study: Using ambassadors to update the anti-bullying policy and make it easy to understand for all

## How Madani Schools Federation's Anti-Bullying Ambassadors looked at their anti-bullying policy and made it accessible for all

### Context of our anti-bullying work

During Anti-Bullying Week our Anti-bullying Ambassadors looked at the Anti-bullying Policy. They wanted to make it more accessible and worked on this during Heart for Life lesson which is the equivalent to Life Skills/PSHE. After the team brainstormed ideas, I scheduled a meeting with the Assistant Headteacher & Deputy Headteacher and the Anti-bullying Ambassadors to make these changes to the next policy update.

The Anti-bullying Ambassadors wanted the Anti-bullying Policy to be accessible to all students. They wanted it to be easy to read and have pictures. They felt that they could use their student voice to make these changes that affect all students in the school.

### What we hoped to achieve

The students felt passionate that the policy should be easy to read and include online bullying in the list of forms of bullying. The outcome would see all students being able to read and understand the policy. This helped the students feel empowered and use their agency to shape policy in other schools.

The students hoped to achieve an easy-to-read policy that included the online bullying which the students have said was a big problem now in 2022 and in the coming years. They wanted to include this so any student that is going through online bullying knows that they can seek help and that the policy tells them how to report such incidents. They also wanted to make reporting of bullying easier and encourage standing up bullying.

These activities that were student led are an important aspect of the school as a whole. At MSF we encourage students to take an active role in their learning and the wider school community. We wanted every student to feel safe and know where to and how to report.

### The action we took

The students had a lesson where they discussed what was missing from the policy from their viewpoint. They wrote their ideas and attended a meeting with the Assistant Headteacher and Deputy Headteacher to make these changes to the next policy update. Ensuring the

changes are worked on this academic year ensures that the final product of the easy-to-read policy will be ready for being ratified by governors in September 2022.

The Anti-bullying Ambassadors organised a lot of activities to inform all students about online/cyber-bullying. They organised an assembly for all year groups and shared the key factors that are involved with online/cyber-bullying. The Anti-bullying Ambassadors also created online/cyber-bullying booklets to build more awareness about the matter and how it affects students emotionally. Anti-bullying Ambassadors had their own stall at our annual Parent/ Carer Day (biggest whole school pastoral event) where they explained their intentions and took feedback from parents and presented their plans.

The Anti-bullying Ambassadors will organise an assembly to share the actions taken and how it will impact them. They will also inform them where they can access the policy.

Parents/ carers be informed of the changes as it will be updated on the school website. Teachers will also be made aware of the updates in September when they are given an updated policy.

We have a close relationship with our feeder Primary regularly involve them in our anti-bullying work. We felt we could use this opportunity to get the ambassadors to do an assembly about 'anti bullying', highlighting online safety, standing up not standing by.

Anti-bullying Ambassadors delivered the presentation using the resources and information pack adapted from the Diana Award.

They also had to prepare 2 separate presentations as they did an assembly for year 1 & 2, and then another for year 3, 4, 5 & 6. This was to make sure that the assembly was age appropriate and engaging for all. A member of staff accompanied them. It took approx. one week to prepare and organise.

### **Impact and outcomes of the work**

The impact is positive, the students' voices have been heard and changes are being made. This shows the true culture of our school, where students feel safe to make suggestions and their suggestions are taken onboard and action can take place.

This will have a positive impact on the wider community as students and parents will be able to access easy to read policy and all learners will benefit from this as well.

The impact for the coming year will be having the updated policy in place and checking to see if it does indeed meet the objectives that the Anti-bullying Ambassadors intended.

Through their hard work, the Anti-bullying Ambassadors have also managed to achieve the **'Online Safety Badge'** from the **Diana Award**. They worked so hard and have attained **all 4 Diana Award Anti-bullying Badges**.

Year 6 coming into year 7 next term will already be aware of the work we do around anti bullying and how it is not tolerated in our school. They should feel more comfortable attending as a year 7.

The feedback I got from the team who went to the Primary school is that all the audiences loved the assembly and year 6 were asking if they could be an anti-bullying ambassador when they come to MSF.

The Anti-Bullying Ambassadors have learnt that they can make a difference and have a positive impact on their school environment. They have also been instrumental in introducing the **'!HELP?'** button on our website(s) and raising awareness of this. Also, that online bullying can also be reported straight away online on our own website(s) homepage (and on the first icon button).

Every student now knows how and where to report online/cyber-bullying. They can also report **anonymously** on the school website or use the recently introduced school **HEART Box** (Help) and **yellow 'Help Note'** (also from work by our Anti-bullying Ambassadors).

### What we have learned

Learning has taken place as the students gained a lot of knowledge from the Diana Award training. This is where they learnt about student friendly policies. Thereafter, they sat down and started reading our school's policy. They learnt about the policy and what it should include and what it might be missing.

They learnt that policies are always reviewed annually and from their analysis they learnt that online bullying was not listed as one of the forms of bullying which needed to be changed as soon as possible. From their training they also learnt the power of language and how we use bullying behaviour rather than labelling a bully. Also, about bystanders/upstanders. They thought that is worth mentioning in the policy.

They also learnt by concentrating and reviewing a particular part of 'anti-bullying' has led to innovating 3 new strategies the school has adopted to report bullying & safeguarding (HELP, HEART Box, yellow Help Note).

These Anti-Bullying Ambassadors will train the next Anti-Bullying Ambassadors. This will provide them with an excellent opportunity to share everything they gained from this experience.