



## ANTI-BULLYING POLICY

At Hampstead School we are partners with the Achievement for All (AFA): Anti-Bullying Alliance. We believe that every person has the right to learn in a supportive, caring, and safe environment. We promote good behaviour. We do not tolerate bullying and it is made clear to all students that this is a form of antisocial behaviour contrary to our core values of “Learning Together Achieving Together” and endorse the UN Convention on the Rights of the Child (UNCRC), as a Rights Respecting School, particularly:

- Article 2 (without discrimination)  
The Convention applies to every child whatever their ethnicity, gender, religion, abilities, whatever they think or say, no matter what type of family they come from.
- Article 34 (sexual exploitation)  
Governments must protect children from sexual abuse and exploitation. Article 36 (other forms of exploitation)
- Article 36 (other forms of exploitation)  
Governments must protect children from all other forms of exploitation that might harm them.

The school’s anti-bullying strategy is an integral part of safeguarding and therefore should be considered alongside the Safeguarding and Child Protection Policy which incorporates Keeping Children Safe in Education 2021.

**We believe that every member of the school community has the right to:**

- **Feel safe and secure**
- **Be treated with courtesy**
- **Have equal opportunities, regardless of gender, ethnicity, faith, sexuality or ability**
- **Be able to learn**
- **Be valued as a member of the school community**

### General Philosophy

Bullying of any kind is unacceptable within the Hampstead School community. If bullying does occur, all students should be able to report incidents and feel confident that they will be dealt with promptly and effectively. Hampstead School is an Anti-Bullying Zone school and a TELLING school - anyone (including parents) who is aware that bullying is happening is expected to tell a member of staff and all staff are expected to be vigilant.

We provide a range of different reporting routes: a dedicated form tutor, non-teaching head of year, senior leadership team link, Sixth Form leaders, HABZ anti bullying mentors and a ‘report it, sort it’ button on our school website.

## Definition of bullying

Bullying is deliberately hurtful behaviour, aimed at hurting, threatening, frightening or belittling a person or a group repeatedly. It takes advantage of a power differential. Standing by without taking action to prevent bullying is seen as colluding with the bully.

Bullying may be carried out by individuals or groups and happens in **all relationships** not just students – students, but also staff-students and students to staff and staff to staff.

Bullying may take several forms:

- Physical e.g., Hitting, kicking, spitting, hiding belongings, etc.
- Verbal e.g., Name-calling, insulting, using racist, sexist or HBT (homophobic, biphobic and transphobic) remarks.
- Cyber bullying, where technology, such as the internet and the mobile phone is used to convey rumours, threats abuse and grooming (including 'sexting').
- Non-verbal e.g., Glaring, turning away from and ostracising the victim, etc.
- Indirect e.g., Spreading malicious stories about the victim, or deliberately excluding them from social groups, etc.
- Sexual bullying and any form of CSA (child sexual abuse) and CSE (child sexual exploitation) e.g., sexist and gender bullying, procuring sexual favours, grooming and harassment.
- Gang activity, where an identified group systematically target, control and/or assault others

## Response to bullying

We have a three-tiered approach incorporating preventative measures, first-wave and second wave responses. These combine an understanding of restorative behaviour practices with a zero tolerance approach. More detail is given in the procedures section that follows this policy.

## Policy Consultation & Review

This policy is available on our school website (*for those that are statutorily required*) and available on request from the Administration Office.

This policy was last reviewed and agreed by Governors Behaviour & Personal Development Committee on 15 March 2022. This policy will be reviewed on an annual basis. It is due to be reviewed again in the academic year 2022/2023.



**Procedures for Students**

**If you feel as though you are being bullied:**

- Tell someone you trust and feel comfortable with. Silence is the bully's greatest weapon
- Keep a record of what's happening
- Do not retaliate and surround yourself with people that make you feel good
- Engage with e-safety procedures and processes if the bullying is on-line. Block them from social media accounts.
- It is not your fault so... Be proud of who you are. It is good to be individual.

**Responding to bullying:**

- The most important thing is to act! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappy and can seem that you are on the side of the bully. Don't be a bystander
- If you are worried and do not want to get involved, tell another adult immediately. Teachers will deal with the situation, and you will not get into trouble.
- Do not be, or pretend to be, friends with the bully.

**When you are talking to an adult about bullying, you will be asked about:**

- A description of the bullying
- Where and when it has happened?
- Who was involved?
- Did anyone see what happened?
- Steps you have already taken

**If you find it difficult to talk to anyone at the school or at home:**

**Telephone: Child Line Freephone 0800 1111**



### Procedures for Parents and Guardians

Parents and Guardians have an important part to play in our anti-bullying policy. Watch out for signs that your child is being bullied or is bullying others. Families are often the first to detect that a problem exists. Do not dismiss it. Contact the school immediately if you are worried.

**We ask you to:**

Look out for unusual behaviour in your children – for example they may suddenly not wish to attend school, feel ill regularly, not complete work to their usual standard, become withdrawn or particularly quiet, are asking for money.

Inform school immediately, if you feel that your child may be a victim of bullying behaviour. Your complaint will be taken seriously, and appropriate action will follow.

Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

It may be that the complaint is about your child being the bully. In this circumstance, please work with the school to resolve the issue. Your child may be under pressure her/himself and will need support as well as the initial challenge and warning to stop.



## Procedures for School Staff

### Hampstead School's Approach to Dealing with Bullying

The school adopts a three-stage approach in dealing with bullying.

#### Stage 1: Preventative Measures

The first stage is to have preventative measures designed to discourage bullying behaviour and to promote collegiate, respectful, and empathic behaviours. **Prevention** of bullying could be put into categories such as:

##### Whole school

- Staff training by school staff and external agencies such as Barnardos and ABA
- Developing values and an ethos conducive to anti-bullying e.g. mutual respect, critical thinking and a commitment to equality
- Fostering and developing young people's positive mental health and emotional well-being e.g. resilience and strength of character
- Behaviour rewards
- Promoting e-safety through awareness raising campaigns, posters and safer use of the internet, particularly social media
- Monitoring and banning of electronic devices
- School Council
- Hampstead Anti-Bullying Zone (HABZ) Room
- Celebrating and taking part in Anti-Bullying Week
- Peer Support HABZ/buddying for the vulnerable
- Nurture groups and 'girls' groups
- Assemblies and 'awareness raising' events such as Holocaust memorial and LGBTQ+ month
- Staff duty rotas
- Monitoring and Review of Policies

##### Curriculum

- Building resilience and safety in pupils through PSCHE
- Links with History//English/Drama/RE
- Personal Development and assemblies
- Promoting e-safety

#### Stage 2: If Bullying Occurs

The school uses a range of strategies. The school adopts a 'conscience based' approach to a bullying incident. This approach encourages the reporting of incidents by reducing the victims' anxiety about repercussions; it also educates the bullies by increasing their sensitivity and sense of responsibility for their actions. Restorative approaches to conflict resolution and peer influence are central. This is provided by the HABZ co-ordinator and team, the staff of the Student Support Centre (SSC) and Heads of Years (HoYs). This is logged centrally.

### **Stage 3: If Bullies Do Not Respond**

In instances where those involved fail to keep to the agreements made at the restorative meetings, the bullies are acting defiantly and the school will use a range of sanctions (e.g. detentions, involvement of parents, the Student Support Centre, fixed term suspension and confiscation of electronic devices if they are central to propagating the bullying) as appropriate. In cases of serious and/or persistent bullying, a managed move or permanent exclusion may result, following advice and intervention (if thought appropriate) from the support and inclusion team and a Pastoral Support Plan.

### **Monitoring of Bullying Incidents**

All bullying incidents and action taken must be centrally logged, whether detected by direct observation or reported by students or parents. The Governing Body should receive a full report at least once a year on the extent of any bullying problems and the actions taken, including where available comparative information from other schools.