



ANTI-BULLYING POLICY

Audience	Parents, Staff, Governors
Date of renewal / updates / review	Annually (<i>as necessary</i>)
Named person responsible for monitoring	Deputy Head (Safeguarding)
Agreed by Quality Assurance Committee	20 March 2019
Ratified by Governing Body	26 March 2019

At Hampstead School we are signatories to the National Anti-Bullying Charter and 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 2016.

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.

Definition of bullying

Bullying is deliberately hurtful behaviour, aimed at hurting, threatening, frightening or belittling a person or a group repeatedly. 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 generally 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



Procedures for Students

If you feel as though you are being bullied:

- Stay with a group of people. There is safety in numbers.
- Be assertive – look them in the eye and tell them to stop. Walk confidently away.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Engage with e-safety procedures and processes
- ***You should tell someone.*** Silence is the bully's greatest weapon. In school you should speak to any adult with whom you feel comfortable.
- Be proud of who you are. It is good to be individual.
- Do not fight back – this will only makes things worse.

Responding to bullying:

- The most important thing is to take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappy and on the side of the bully.
- If you cannot 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:

- What has happened to you?
- How often it has happened?
- Who was involved?
- Who saw what was happening?
- Where it happened?
- What you have already done about it?

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

**Telephone: Child Line Freephone 0800 1111
or
Write: Freepost 1111, London N1 0BR**



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 son or daughter 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
- Peer Support/buddying for the vulnerable
- Nurture groups and 'girls' groups
- Assemblies and 'awareness raising' events such as Holocaust memorial and LGBT month
- Staff duty rotas
- Monitoring and Review of Policies

Curriculum

- Building resilience and safety in pupils through PSICHE
- 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 considered to be acting defiantly and the School will use a range of sanctions (e.g. detentions, involvement of parents, the Student Support Centre, fixed term exclusion and confiscation of electronic devices if they are central to propagating the bullying) as appropriate. In

cases of serious and/or persistent bullying, 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.