Anti-Bullying Policy

Hampton Gardens

Policy last reviewed:	March 2025
Next review due:	March 2027
Member of staff responsible:	Mr Atul Karia
Ratified by:	Hampton Gardens Local Governing Body

1. **RATIONALE** (From the School's Statement of Vision and Values)

Our vision is to be an outstanding school, and we will promote, and expect, the highest standards of student behaviour, so that high quality learning can take place, and so that all students can feel happy to come to school.

Hampton Gardens School will have a positive ethos which emphasises respect, responsibility and participation; we will place a high emphasis on establishing positive relationships with students, based on honesty and fairness; everyone will be expected to behave with courtesy and good manners.

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at the school.

It is the intention of this policy that bullying should be rare at the school and that students and stakeholders have faith in the school to deal appropriately and effectively with incidents of bullying when they do occur.

2 **DEFINITION**

Bullying is defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in hurt and distress.

The main types of bullying are:

- **Physical** (touching, hitting, kicking, theft)
- **Verbal/ written** (name calling, insults, threats, racist or homophobic remarks, graffiti)
- **Indirect** (spreading rumours, excluding someone from social groups)
- **Sexual harassment** (repeated and unwelcome physical contact, comment or suggestion or jokes of a sexual nature)
- **Cyber-bullying** – the use of electronic means to bully others (text message, email, social networking sites, distribution of defamatory images etc.).
- **Emotional** (e.g. excluding someone from a group)
- **Body Shaming (making unwanted comments about another person's body or parts of their body)**
- **Banter is another form of bullying and will be treated as such**

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or 'clinging' to adults. There may be evidence of changes in work patterns, students lacking concentration or truanting from school.

Students must be encouraged to report bullying whether it relates to themselves or others.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

3 OUR STATUTORY DUTY

Head teachers have a legal duty under the Education and Inspections Act 2006 (Section 89) to draw up procedures to encourage good behaviour and prevent all forms of bullying amongst students. These measures should be part of the school's behaviour policy which must be communicated to all students, school staff and parents.

The school is also committed to ensuring the protection and support of groups identified under the Equality Act 2010.

4 IMPLEMENTATION

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be taken seriously, and dealt with as soon as possible by the member of staff who has been approached
- A clear account of the incident will be recorded and given, if necessary to the form tutor, Head of /Year or senior member of staff to investigate further
- The member of staff will interview all concerned and will record the incident
- Form tutors and Heads of Year will be kept informed. If necessary, information will also be passed to subject teachers.
- Parents will be kept informed
- Punitive measures, together with Restorative conversations, will be used as appropriate and in consultation with all parties concerned as long as the victim is in agreement with this.
- The situation will be monitored and support put in place to prevent a reoccurrence of the incident
- Where a number of students might be involved in the bullying incident, the school may apply the term Joint Enterprise.
  - This is where, if one or more people are involved in bullying (the main offenders) and another/ others (secondary offenders) intended to encourage or assist them to commit the offence, the secondary offender(s) can be sanctioned as if they were a main offender.

5 STANDING UP TO BULLYING BEHAVIOUR

Hampton Gardens School is committed to stopping bullying behaviour and to do this requires everybody's involvement. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in Personal development lessons and additional enriching education activities, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

The following are what every member of the school community can expect from the school and the responsibilities that are expected from each member.

5.1 All students

Students may find themselves in vulnerable positions sometimes, e.g. when they start a new school or if they are having problems at home, etc. As part of the school

community, students have a responsibility to help combat bullying by supporting other students when they are vulnerable.

If students know another student is being bullied (this could be a friend, someone in one of their classes, or someone that they just see around the school and have never spoken to; and where the bullying could be happening at school, or on the way to and from school), students must let a member of staff know about the bullying. This can be done in a number of different ways (telling a trusted member of staff, recording , writing a statement at Student Services or reporting the concern via the school IT 'Sharp' system)

5.2 Students **who have been bullied** may be supported by:

- Offering an immediate opportunity to discuss the experience with a form tutor, student mentor or member of staff of their choice
- Reassuring the student
- Offering continuous support to restore self-esteem and confidence
- Access to the Peer Mentor team
- A level of ownership in deciding the best approach for them in regards to resolving the incident with the perpetrator/s for example completion of a restorative.

5.3 Students **who bully** will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the student
- Offering support with the student mentor to help change the behaviours of the student

The following **disciplinary steps** can be taken:

- Official warnings that the bullying must stop
- Detention
- Exclusion from certain areas of school premises
- Internal exclusion
- Short fixed-term exclusion
- Extended fixed-term exclusion
- Short term placement at another school
- Permanent exclusion

As part of our commitment to the principles of Restorative Justice, (SeeBehaviour Policy) we will always consider the use of a Restorative Conference after a bullying incident has been resolved, in order to avoid any repercussions as students continue their lives in school. In some cases, parents/carers may be involved in such meetings.

5.4 Parents/Carers

Our commitment to parents is that if they raise the issue of bullying with a member of staff, we will endeavour to get back to them **within 24 hours** to let them know what we have found out about the situation, and what we intend to do about it. Dealing with bullying is a very high priority for the school. All parents should feel confident that concerns will be dealt with seriously. We ask that parents contact their child's Head of Year or Student Services Officer in the first instance via telephone or via email direct to the year team. Year team email addresses can be found on our school website.

If their child is suspected of bullying, parents can be assured that their child will be listened to, treated fairly and will be expected to change their behaviour. Parents will be asked to support the school in bringing about this change.

Our induction processes, prospectus and website help parents/carers to know what to do if they have bullying related concerns.

5.5 Staff

All staff can expect to be properly trained and supported in dealing with bullying.

All staff will be expected to:

- Promote an environment that is constructive and safe for all students through their own teaching practice and actions.
- Follow the procedures set out in this policy when they are dealing with bullying

6 ANTI-BULLYING STRATEGIES

In addition to dealing with incidents of bullying or possible bullying in a timely and appropriate way, the school utilises a number of active anti-bullying strategies.

These include:

- Education regarding the school behaviour policyAnti-bullying education included as part of the PSHE programme
- Participation in national anti-bullying events
- Buddy / peer mentoring systems
- Assembly programme
- Use of our IT 'Sharp' reporting system

7 Role of Governors

Governors will monitor that this policy is being implemented, and will evaluate its effectiveness by receiving data from the Head of School from the incident log, parent and student surveys.

The Policy will be reviewed annually.

8 ADDITIONAL DOCUMENTATION

- School Code
- Classroom Code
- Student Behaviour Policy
- Rewards and Sanctions
- Equal Opportunities Policy
- Home School Agreement

APPROVED BY GOVERNORS:

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SIGNATURE	NAME	DATE