

Anti-Bullying Policy

Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed.

The school recognises its duties under the Equality Act 2010. We will not tolerate discrimination, harassment or victimisation related to any protected characteristic, including disability, race, religion or belief, sex, sexual orientation, gender reassignment, and pregnancy or maternity.

A 'hate incident' is any occurrence that is perceived by the victim, or any other person to be based on one of the following:

- Race
- Religion
- Sexual orientation
- Transgender identity
- Disability

This is not only limited to a personal attack. Name calling, violence, property attacks such as graffiti, verbal attacks and abusive messages either by phone, mail or via the internet can also be seen as hate incidents. All such incidents must be reported and recorded appropriately.

No-one should under-estimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At The Hamble School, we are committed to providing a safe, respectful and caring environment for all of our students so they can learn in a relaxed and secure atmosphere free from oppression and abuse.

Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and **will not** be tolerated. All students should feel able and confident to report concerns and when bullying behaviour is brought to our attention, prompt and effective action will be taken. We are a **TELLING** school.

This means that **anyone** who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

We understand that complacency regarding bullying is always unacceptable, and that the vigilance of colleagues and peers is key to preventing and dealing with bullying. The support of parents and carers is a crucial factor in any individual case. Our school is one community and regardless of our perception of others, every member of our community has a responsibility to conduct themselves in the name of teamwork and mutual respect.

What Is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying involves an imbalance of power, which may be physical, psychological, social or based on access to information, technology or influence. Bullying can take many forms, including verbal, physical, social, online and prejudice-based bullying.

There is no legal definition of bullying. It is, however, usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

It takes many forms and can include bullying behaviours related to:

- race
- religion
- sexual orientation
- transgender identity
- disability

as hate incidents

- sexism
- misogyny
- gender-based harassment
- antisemitism
- Islamophobia
- looked-after children
- SEND-related bullying

as examples of prejudiced-based incidents

All prejudice-related incidents, whether or not they meet the school definition of bullying, will be recorded, investigated and monitored to identify patterns and trends. This includes incidents relating to race, religion, disability, sex, sexual orientation and gender reassignment.

- social media
- anonymous messaging apps
- image sharing
- online sexual harassment
- AI-generated content
- misinformation/disinformation risks

as cyber bullying

The school may investigate and respond to bullying occurring outside school, including online bullying, where it impacts on the wellbeing, safety or education of a member of the school community. Bullying may involve the creation, sharing or manipulation of digital content including edited images, deepfakes, AI-generated material, misinformation or disinformation designed to humiliate, intimidate or harm another person.

- sexual harassment
- sexual comments
- sexist behaviour
- unwanted sexualised conduct

as sexual bullying

Sexual harassment, sexual bullying and harmful sexual behaviour will be addressed in accordance with both this policy and the Child Protection and Safeguarding Policy.

At The Hamble School we define bullying as any **repeated** behaviour that exploits an imbalance of power and is **intended** to hurt someone either physically or emotionally.

Why is it important to respond to bullying?

No one deserves to be bullied or made to feel unsafe . Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Aims of this Policy

- To eradicate bullying and tackle it and its effects with impact and care.
- To ensure that all stakeholders understand what bullying is.
- To ensure that all stakeholders know the school policy is on bullying, and follow it when bullying is reported.
- To ensure that all students and parents know what the school policy is on bullying, and what they should do if bullying arises.
- To ensure that as a school we take bullying seriously and assure students and parents that they will be supported when bullying is reported.

- To emphasise our message that bullying will not be tolerated.

Prevention of bullying and raising awareness of bullying issues

At The Hamble School we seek to raise awareness of bullying, educate students about the harm that bullying causes and ensure that they understand that bullying will not be tolerated and bullies will not be protected. We stress the important message that “to ignore is to condone.” We seek an open school where parents and students have several vehicles to report concerns. Awareness is raised through:

- The Diana Award
- Antibullying Ambassadors
- The staysafe email address
- The Student Hub

Education to prevent bullying and promote tolerance is provided throughout a student’s time at The Hamble School and appropriate behaviours will be reinforced in lessons and around the site. Curriculum opportunities are used to address bullying through:

- Anti-bullying week (November)
- School diversity week (June)
- Cyber Ambassadors
- Anti-Bullying Ambassadors
- EARA group
- Assemblies
- PSHCRE
- Guest speakers
- Work with external agencies
- Tutor programme
- Student Mental Health Ambassadors

Students are encouraged to develop and understand:

- Tolerance
- Patience
- Empathy
- Co-operation
- Understanding
- Conflict v bullying

As well as the British values shown below:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect for and tolerance of those with different faiths and beliefs and for those without faith

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded and given to the relevant member of staff. This could be a Progress Leader, member of the Inclusion Team or the Pastoral Team.
- The relevant member of staff will interview all concerned and will record the incident either on Class Charts or CPOMS. These systems will be used to record incidents of bullying and will be monitored for patterns of behaviour by the Pastoral and DSL team and intervention put in place by the relevant Progress Leaders and Inclusion.
- Tutors and the appropriate subject teachers will be kept informed
- Parents/ carers will be kept informed.
- The adopted approach will seek to defuse bullying situations and focus on restorative work where this is appropriate.
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, police will be consulted.

Bullying, particularly where it is severe, persistent, prejudiced, sexual in nature or causes significant emotional harm, may constitute child-on-child abuse and will be managed in accordance with the school's Safeguarding and Child Protection Policy.

Students

Students who perceive that they have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their tutor or a member of staff of their choice.
- Reassuring the student.
- Offering continuous support.
- Helping to find strategies for resilience, high self-worth, high self-value and confidence.
- Being reassured that the issues will be dealt with according to our Behaviour Policy.

- Providing the opportunity to discuss the situation with trained peers, from within our Anti-Bullying Ambassadors.

Students who have bullied will be helped by:

- Discussing what happened to establish the wrongdoing and the need for change.
- Discussion of any current difficulties they may be experiencing.
- Discovering why the student became involved.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Use of appropriate sanctions.
- Use of restorative justice so that they gain better understanding of the harm they have caused.
- Referral for counselling, or to other specialist agencies, to modify behaviours and attitudes.

Students who witness bullying should:

- Challenge incidents of bullying where it is safe and appropriate to do so.
- Report the bullying to their tutor, a teacher or other trusted member of staff.
- Report the bullying via the staysafe@thehambleschool.co.uk e-mail address or anonymously through our Report It button the school website. A Progress Leader or member of the Pastoral Team will then follow up these reports.

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detentions
- Stay away contracts
- Exclusion from certain areas of school premises
- Loss of unstructured time such as breaks and lunch times
- Internal Suspension
- Referral to Inclusion
- Intervention work
- Intervention at a local Pupil Referral Unit
- Behaviour Support Plan
- Behaviour support move
- Fixed-term suspension
- Permanent exclusion

Behaviours of staff

All staff have a responsibility to:

- challenge bullying language and behaviour;
- record concerns promptly;
- report safeguarding concerns in accordance with the Child Protection and Safeguarding Policy;
- promote positive relationships and respect;
- model respectful behaviour at all times.

All colleagues will talk in a reasonable and moderate manner when working with students and set an outstanding example through their behaviour. A bullying manner by a colleague is of course inappropriate, and any instances of this should be reported to the Headteacher.

Partnerships and outward-looking attitudes

- Partnerships with parents and carers is seen as a crucial element in working successfully over the issue of bullying. If bullying takes place either on or away from the school site, parents and carers will always be involved in any response and the school will work, as required, with other agencies to resolve the matters.
- The school will keep up-to-date with developments in types of and responses to bullying, such as cyber bullying and safe use of social networking and will ensure, as part of partnership work, that parents and carers are aware of the impact of this and that the school has a duty to respond including when events take place online and out of school time.

Involvement of the Police

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, e-mails or text messages;
- hate crimes

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Writing and implementing a set of school rules.
- Raising awareness of what bullying is through the PSHCRE curriculums and tutor programmes.
- Having trained Anti-Bullying Ambassadors
- Assemblies
- Making it easy to report any bullying concerns by having worry boxes and a dedicated email address: staysafe@thehambleschool.co.uk and a Report It button.
- Training for staff about how to manage and reports of bullying.
- Intervention work through our Inclusion provision.
- Resources to support parents and carers through our weekly message and on our website.

Signs and Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied.

No single sign will indicate for certain that your child is being bullied, the NSPCC suggest that adults watch out for the following:

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- being afraid to go to school, being mysteriously 'ill' each morning or skipping school
- a change in how they are doing at school, including a dip in grades or not handing homework in
- asking for, or stealing, money (to give to whoever is bullying them)
- a change in behaviour, including being nervous, losing confidence, or becoming distressed and withdrawn
- a change in eating or sleeping habits
- bullying others.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

Title of Policy	Anti-Bullying Policy
Review Cycle	1 Year
Policy prepared by	Assistant Headteacher
Committee responsible	Learning & Achievement
Statutory/Discretionary	Discretionary
Date of last Committee approval	FGB
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