

HENDON SCHOOL



Learning Together Across the World

Anti Bullying Policy

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School Staff Responsible:	DHT with Responsibility for Pastoral Care and Support
Nominated Trustee:	Chair of Student Welfare Committee
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Anti Bullying Policy

Hendon School works to promote an ethos where students are reflective, resilient and responsible. This policy will draw upon these core values to illustrate how bullying can be prevented and resolved. The School recognises that students will learn best in a safe and calm community that is free from disruption and in which education is the primary focus. Staff, students and parents have a responsibility to report bullying as soon as possible. They also have a responsibility to implement the preventative strategies outlined in the policy.

Aims

- To work towards the elimination of bullying at Hendon School
- To enhance the Behaviour Policy which confirms the school expectations;
- To involve all members of the school community in countering bullying;
- To enable students, staff, parents and Trustees to understand what constitutes bullying and their specific responsibilities;
- To ensure that there are strategies and procedures to minimise the risk of child-on-child abuse;
- To enable parents to feel confident that bullying will be firmly dealt with by the school;
- To be clear to all members of our school community that bullying behaviour will not be tolerated.

In addition to being responsible for student behaviour and actions in school, Hendon School is aware of the responsibility for student behaviour outside of the school premises and online as outlined in the Behaviour in Schools 2022 section 92-95.

This policy should be used alongside the school's Safeguarding Children Policy as peer-on-peer abuse must be considered as a potential source of significant harm.

WHAT IS BULLYING?

'Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else'

There are different types of bullying:

- **Psychological** (being excluded from groups and rumours etc.)
- **Cyber** (abusive text messages, internet messages etc.)

- **Verbal** (threats, name calling, racism, homophobia etc.)
- **Physical** (punching, kicking, scratching, pushing, throwing objects at someone etc.)

Bullying invariably undermines self-confidence and can create a cycle of poor performance and further criticism, potentially causing depression, stress, mental or physical ill-health, with consequent absence from school or work.

Prevention

“A school’s response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place”

(Department for Education - Preventing and tackling bullying, July 2017)

Preventing bullying behaviours can be possible through a range of proactive measures. At Hendon School, we look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

- Mentoring time and Assembly programmes which reinforce British Values and the ethos of the school, summed up in the values of Believe, Achieve, Believe, Belong.
- The issue of bullying is included in the curriculum and classwork e.g. Drama, English.
- Bullying is addressed through the Smart Futures programme.
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it.
- Students are not permitted to use their mobile phones around the school without permission. This is partly to prevent cyber-bullying.
- Duty staff have been trained to be vigilant and to watch and listen for any bullying type behaviours, no matter how small.
- Duty stations have been carefully considered to ensure there are no ‘dead spaces’ where bullying can take place undisturbed.
- Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils.
- The School Welfare Committee regularly considers new ways to prevent bullying through their whole school projects.
- External speakers raise awareness of issues such as racism and homophobia.

- Posters around the school emphasise the importance of diversity in the school community.
- Inclusion and Diversity working party for students and staff.
- We have high expectations of students and expect them to follow our core values and we reinforce the importance of their responsibility to respect others.
- Working with the wider community such as the police/children's services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable within our school.

Hendon School recognises that specific groups of students are particularly vulnerable to bullying. These include children and young people with Special Educational Needs and Disabilities (SEND), young carers, Black, Asian and Minority Ethnic (BAME), those who are, or thought to be lesbian, gay, bisexual, transgender, queer, questioning, intersexual, asexual or pansexual (LGBTQ+). As such, prevention of bullying considers the specific patterns of discrimination these groups face.

Tackling Bullying

Hendon School has clear strategies for responding to bullying incidents. These may include outcomes from the school sanction system (Choices and Consequences) as detailed within the school behaviour policy. The consequences of bullying will reflect the seriousness of the incident. All sanctions will be applied fairly, consistently and reasonably – after careful consideration of possible contributing factors such as special educational needs, disabilities or other vulnerabilities of both the victim(s) and perpetrator(s).

The school will support the victim(s) of bullying and will also seek to work with the perpetrator(s) of the bullying in order prevent further incidents in the future.

Reporting Bullying

Students can report bullying of themselves or someone else in the following ways:

- Speaking to their Form Tutor
- Speaking to their Student Support key worker
- Speaking to their Head of Year or Key stage director
- Speaking to a peer mentor who will report to the responsible member of staff
- Using the 'Tell Me' boxes around the school where incidents can be reported anonymously
- In the Sixth Form, contact the Head of Sixth Form or Sixth Form Student Support Officer

- Speaking to the Designated (or Deputy) Safeguarding Lead or any other member of the Safeguarding team
- Speaking to a parent and asking them to pass on the information to the school.

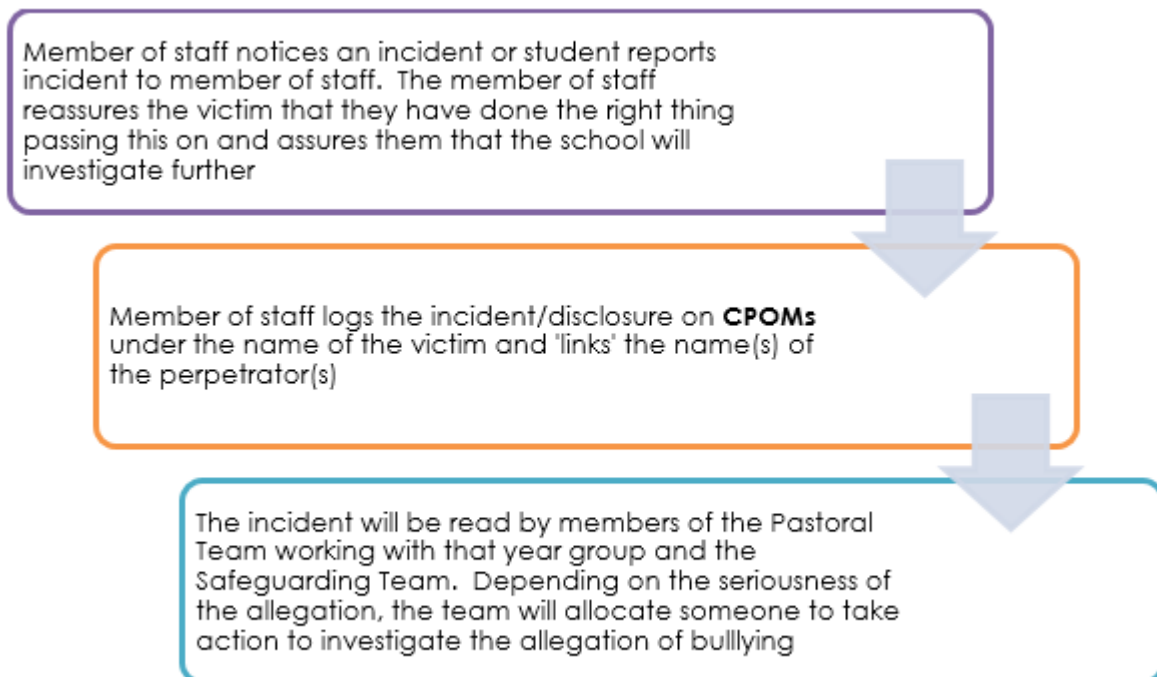
Importantly, students are frequently reminded that they can speak to **any** member of staff in school they trust.

Parents/Carers can report bullying of their child or someone else's in the following ways:

- Contacting their child's Form Tutor by email, telephone or meeting
- Contacting a member of the Student Support Team
- Contacting the Head of Year

Importantly, parents/carers are reminded that they can speak to **any** member of staff in school regarding this. Staff will pass this on to the Pastoral Team.

Staff



Investigation

The investigation into the bullying incident(s) will be conducted by the most appropriate member of staff, depending on the severity of the allegation. This may include the Student Support Officer, Head of Year, Assistant Headteacher Pastoral or Deputy Headteacher and may also include

external agencies such as the Police.

Any investigation into alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigation will vary depending on the scenario but will usually include:

- The victims will be talked to along with other witnesses and statements will be taken
- The accused will be talked to, to get their version of events
- Other staff, students and parents/carers will be involved, where needed
- Parents/carers will be kept fully aware
- A record will be placed in all the involved students' files
- All students will be made aware that such behaviour will not be tolerated

Outcomes

- The student who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident and may include counselling through the in-school counselling services or in more extreme cases, referral to external agencies such as CAMHS.
- Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. These sanctions range from detentions to fixed and permanent exclusion where it is found that bullying has been extreme and particularly damaging.
- Parents/carers of those bullied and bullying will be notified of the outcomes of the investigation.
- A 'Repair and Restore' meeting will be set up to take place as soon as possible. This is the process where both parties get an opportunity to achieve closure through mediation by trained staff and/or students.

Links

The websites listed below offer direct links to other sources of information for parents and young people.

Stonewall: www.stonewall.org.uk

Useful information and links on LGBTQ issues.

Advisory Centre for Education: www.ace-ed.org.uk

Registered charity independent of central or local government giving free advice and support to parents of children in state schools.

Anti-Bullying Network: www.antibullying.net

Established by the Scottish Executive. Useful links and reviews for teachers, parents and students on bullying and related issues.

BBC Schools: www.bbc.co.uk/schools

Includes information about bullying.

Bully OnLine: www.bullyonline.org

Information on bullying for teachers, children and schools which details the legal procedures available. This site also lists support groups for teachers.

Bullying Online: www.bullying.co.uk

Useful information and links on bullying and related issues for parents, children and teachers.

ChildLine: www.childline.org.uk

Primarily a helpline for children but has useful information and links on bullying. Chips (Childline in Partnership with Schools) encourages schools to support students in setting up anti-bullying projects.

The Children's Society: www.the-childrens-society.org.uk

'Bullying! Information for parents on how to help your child' – leaflet giving information and practical guidance.

Kidscape: www.kidscape.org.uk

Advice for children, parents and teachers as well as training and sample policies.

Schools Out!: www.schools-out.org.uk

Campaigns for better support networks for gay and lesbian students and clearer guidance for teachers on issues of sexuality.

Topmarks: www.topmarks.co.uk

Aims to provide easy access to the best educational websites including information on bullying for teachers, parents and young people.