



Cabot
Learning
Federation

Empowering Learning

Anti-bullying Student Friendly Policy

Date Policy Adopted:

Date for review:

Agreed by student council

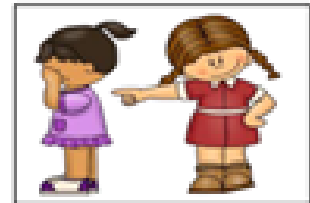
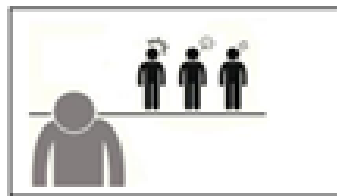
Everyone at Hanham Woods Academy takes bullying seriously; we want all our young people to feel safe and happy when they are at school.

We are a 'telling school' this means that we speak up if we are being bullied or if we see or know that another person is being bullied

Sometimes we don't know if something bad is happening, so you need to tell us. This policy looks at bullying and what you can do when you feel you are being bullied, or when you notice someone else being bullied.

What is bullying?

It is any action which makes a young person feel uncomfortable, scared, hurt, upset or threatened or angry. Bullying is when it keeps on happening, it's on purpose and is meant to upset someone. It is often aimed at certain groups, e.g. because of race, reli-



Types of bullying:

Emotional: Hurting other people's feelings, leaving you out

Physical: punching, kicking, spitting, pushing, hitting, hair pulling, dragging along, sweeping off your feet, knocking into people.

Verbal: being teased, name calling or using hand signs



Cyber: saying unkind things by text, email and online or sending unkind images

Racist: calling you names because of the colour of your skin

Homophobic means bullying someone because of their gender or sexuality; calling someone gay or lesbian to hurt their feelings would be homophobic.

Transphobic means bullying someone who identifies as trans (a person whose sense of identity and gender does not match with their birth sex).

Disablist means bullying someone because of a disability.

Sexist means bullying someone because of their sex (whether they are a boy or a girl).

Sexting is sending inappropriate pictures, videos or messages – they can sometimes be called 'rude pics' or 'nude selfies'

These incidents target individuals because of their protected characteristics. They are called 'hate incidents'. See 'Stage Two' of the response to bullying chart



Sexual harassment, sometimes people can act sexually towards each other and it might make them feel uncomfortable. This can happen online, social media or face to face. It might make someone feel scared, uncomfortable or upset. It could be: Someone making sexual comments, saying rude things, using sexual names or touching which makes you feel uncomfortable.

What to do if you are being bullied:

DO:

Ask them to STOP.

Ignore them.

Tell your pastoral leader or tutor.

Walk away.

Use the '**Speak Up**' button on the student navigator to report it.

Talk to a friend or a parent.

TELL SOMEONE!

DON'T:

Do what the bully says.

Get angry or upset towards to bully.

Think that it's your fault.

Hide the problem.

Always remember it is **not your fault** and you are **never alone**.

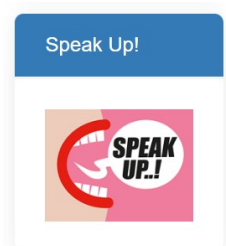
You shouldn't be scared to **talk to someone** if you are being bullied. If you talk to an adult, we can make the bullying stop.

What should I do if I see someone else being bullied?

Report it straight away. Don't stay silent or the bullying will keep on happening.

Who can I talk to?

It is important you tell someone if you are being bullied, or you notice someone else being bullied. Speaking to someone like your parent, carer, pastoral leader, tutor or teacher will mean that we can make sure the bullying stops and doesn't happen again. Remember you can use the **Speak Up** button to report anonymously.



Three stage Response to Bullying

STAGE ONE : First time incident : suspected bullying

Your pastoral leader or a member of SLT will speak to you and your parents to understand the incident more.

The person you have reported will also be spoken to as well as their parents. They will be given a consequence that could range from a detention, time in inclusion, suspension, a managed move to a different academy or permanent exclusion.

The severity of the consequence is linked to the severity of the incident. You will not be provided with details of the consequence as the victim. You will be supported to feel safe and secure again.

STAGE TWO: Second time incident: Confirmed Bullying

The same actions as above will take place but the consequence will be more severe because the behaviour has been repeated.

More support will be in place for you. This could include:

- Arranged check in's with your pastoral leader
- Seating plan changes in lessons
- A safe space to go to at break or lunch
- Mental health support

Support for the bully will also be provided:

- Reflective sessions to help them to understand the impact of their behaviour led by pastoral leader

SATGE THREE: Further incidents: Sustained Bullying

The same actions as above will take place but the consequence will be more severe because the behaviour is now sustained. The student who is bullying is now at risk of repeated suspensions, managed move and permanent exclusion.

Enhanced steps will be taken to support you which could include:

- Moving the bully's classes so that they are away from you
- Creating a safety plan with spaces on site that the bully cannot enter
- Safeguarding referrals to provide you with victim support

Support for the bully will also be provided:

- Reflective sessions to help them to understand the impact of their behaviour led by pastoral leader
- Meeting with student and parent to identify any further support that they require led by SLT

If bullying is also a hate incident then the incident will immediately be treated as stage two or three. This makes sure that you as the victim have immediate access to support and that a more severe consequence is put in place.