

**Mission:** Hanham Woods will give people the **best** chance of **success...**

Academic outcomes

Character development

# Equality, Diversity and Inclusion





**Democracy**



**Tolerance**



**Mutual Respect**



**British Values**



**Individual Liberty**



**Hanham  
Woods  
Academy**



**Rule of Law**

# Protected Characteristics



The Act protects people against discrimination, harassment or victimisation in employment, and as users of private and public services

centers on the belief that all human beings deserve the same moral consideration and the same treatment.

## Hanham Woods Anti-Bullying



### Report made



- Statements / CCTV
- Witness statements
- Parent contact and sanction where proven and appropriate



#### How to report?

1. Pastoral Lead at social times
2. Using Speak Out at home / in school
3. Email Pastoral Leads
4. Report to any teacher – all staff have a duty to relay reports
5. Talk to parents who can let Pastoral know

### Repeat incidents



- Statements / CCTV
- Witness statements
- Further parental contact
- If repeatedly proven, sanction increases each time along anti-bullying stages



#### What can support?

1. Anti bullying contracts
2. Parental meetings
3. Additional pastoral check ins
4. Communication with teachers
5. Safe spaces at break and lunch
6. Mental Health Signposting
7. Restoratives
8. Education around impact of bullying

**Discriminatory language isn't a joke.**

Targeting someone because of their race, religion, gender, sexuality, disability or identity is never acceptable.

**Different is not wrong –** respect is expected here and part of 'Be Kind'.

If you see it, speak up. If it happens to you, report it.

We stand for inclusion every time.

# Multi-cultural Bristol



# Hate incidents

A hate incident is any incident which the victim, **or anyone else**, thinks is based on someone's prejudice towards them because of their protected characteristic

- verbal abuse like name-calling and offensive jokes
- harassment
- bullying or intimidation
- physical attacks such as hitting, punching, pushing, spitting
- threats of violence

- abusive phone or text messages, hate mail
- online abuse, for example on Facebook or Twitter
- displaying or circulating discriminatory literature or posters
- harm or damage to things
- graffiti

# Sexism and gender stereotypes



Accepting and spreading stereotypes can lead to discrimination



At HWA we see everyone as an individual and celebrate the things that make them unique.

No-one has the right to make someone else feel uncomfortable or inadequate

This includes the language we use day to day. Any use of sexist, homophobic, racist or ableist slurs in any context spreads intolerance and hate

# Neuro-ableism

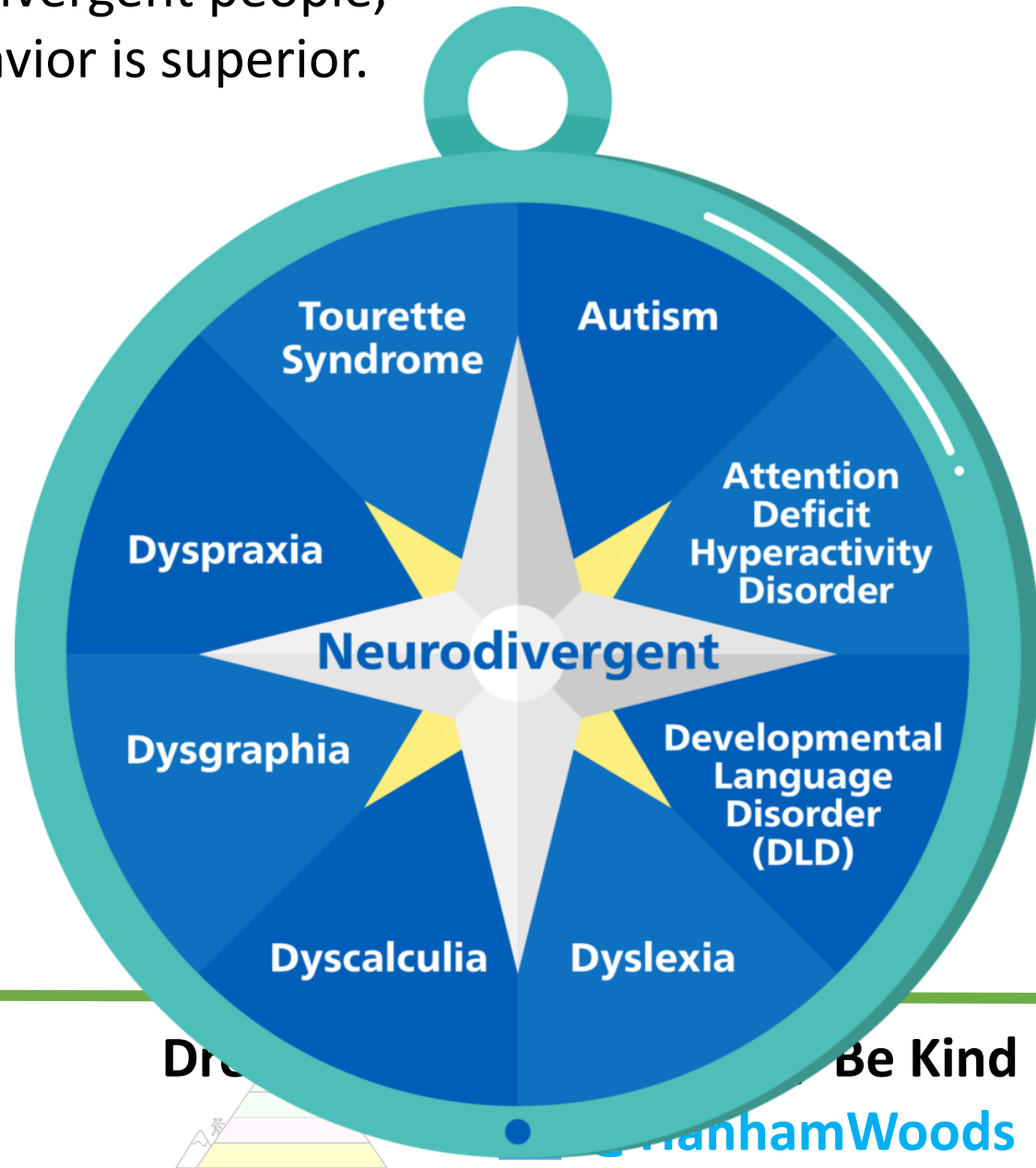
discrimination against neurodivergent people, assuming "neurotypical" behavior is superior.

## "Weird"

"Weird" is often used to label neurodivergent behaviours as unacceptable, creepy, or wrong.

It is used to mock people who do not adhere to neurotypical social norms

It is not welcome at Hanham

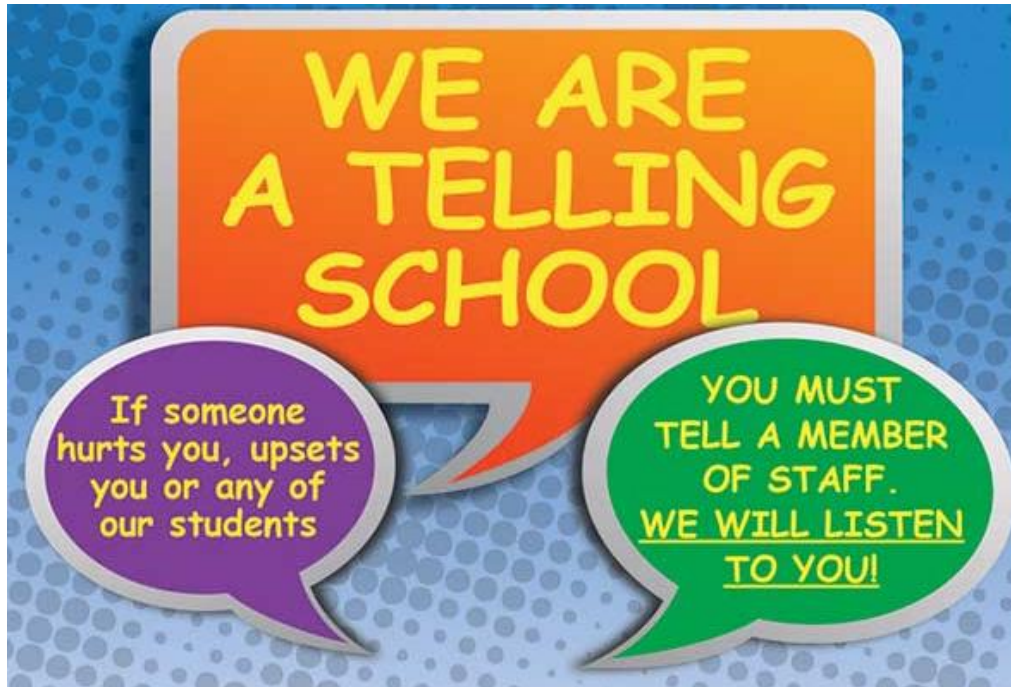


Be Kind

HanhamWoods

# Anti-bullying @ HWA

**REPORT IT. EVERY TIME.**



Its everyone's responsibility to prevent a culture of unacceptable behaviours.

If we dont know about it we cant fight it

# Reporting Online

Speak Up!



- You can remain anonymous
- You don't have to speak to a member of staff

## 'Speak Out' if you or a friend is in need of help.

To help we need to know who you are or who the person you are worried about it. Without this information we cannot work to provide support.

Hi, Rebecca. When you submit this form, the owner will see your name and email address.

1. What is your name?

Enter your answer

2. What year are you in?

Enter your answer

3. What are you worried about?

Enter your answer

Submit

# Reporting

## Email



[HWAsafeguarding@clf.uk](mailto:HWAsafeguarding@clf.uk)

- You don't have to speak to a member of staff

# Reporting

## In person

- Before school / break / lunch / afterschool to your pastoral or academic year lead
- Tutor time to your tutor
- At the end of a lesson to your subject teacher



# What happens next?

- Terms like 'grass' and 'snake' are words that bullies use to try and control others.
- They are fearful of receiving consequences for their actions.
- By **telling** you are stronger and braver than the bully.
- By telling we can take away the power of bullies and stop their behaviour.
- This protects victims and allows us to support bullies.



# To have an inclusive culture we must tackle these behaviours:

- Making negative comments about the appearance / behaviour of anyone else
- Using slurs in general conversation
- Using explicit / offensive language

Towards all students and staff, no-one is expected to tolerate this



**EXCLUSION**

A close-up photograph of a hand moving a white letter block from the 'IN' part of the word 'EXCLUSION' to the 'EX' part. The word is spelled out using white letter blocks on a dark surface. The hand is positioned over the 'I' and 'N' blocks, and the 'E' and 'X' blocks are already in place.

<p>Dream Big</p> 	<p><b>Communication, leadership,</b> ambition, commitment, aspiration, resilience, courage, growth, encouragement</p>
<p>Work Hard</p> 	<p><b>Effort, resilience, participation,</b> adaptability, focus, perseverance, improvement, commitment, consistency</p>
<p>Be Kind</p> 	<p><b>Kindness, cooperation,</b> courtesy, inclusion, supportive, understanding, teamwork, empathy</p>



**I N C L U S I O N**

# **New systems update**

KS3 toilets now open between lessons

No access to toilets other than medical passes during lesson time, use the toilet on the way to your next lesson

Lates to lesson no longer receive IA referral instead receive an after-school detention starting tomorrow

## **Assemblies will take place today with full detail**

- Period 2: Y10 (10:30 – 10:55)                      Y9 (11:00 – 11:25)
- Period 3: Y8 (11:30 – 11:55)                      Y7 (12:00 – 12:25)

**Go to lessons first to register**