

Next Steps...

We want to continue to evolve our work and this year we have the following planned:

- *Anti-Bullying Ambassador Training for Year 5 to support pupils in the school*
- *Kidscape Interventions to support groups of children with protective behaviours*
- *Stay Safe Work around safe behaviours out of school*
- *Rights and Responsibilities presentation from Thames Valley Police*

If you need support and guidance at any time, please feel free to contact the Inclusion Team or approach any member of staff. HFCS is committed to safeguarding our children and caring for their well being.

We will of course continue with our pupil voice through the school council and update you as appropriate.

Prevention and Proactive Work

Children's behaviour is affected by the behaviour of the adults around them. We expect adults in the academy community to model respectful and courteous behaviour.

In the promotion of the school's anti-bullying work all pastoral and academic curriculum areas and all school staff will reflect the school's equal opportunities policy and practice in their work.

HFCS will develop partnerships with outside agencies such as the Local Education Authority, local voluntary groups, theatre in education projects, victim support and the police where appropriate. Both to inform pupils, staff and parents/carers/guardians of the issues and to give them support.

All areas of the school including toilets and playgrounds will be appropriately supervised.

Assemblies, the school environment and displayed material will consistently reinforce the equal opportunity and anti-bullying policies.

Anti-Bullying Policy - Parent Home Guide

Hanwell Fields will not tolerate bullying of any kind to any members of ties to the school community. We will support all victims of bullying and take action that is appropriate against those that are deemed to be bullying.

At Hanwell Fields we recognise 2 types of incidents that can occur when children have conflict in their relationships with others.

As a school we work hard to help our pupils understand the difference between the two:

- 1) **An incident of unkindness**—this is seen as a *one off* incident that has *caused harm* to another person.
- 2) **A bullying incident**—this is when an incident is seen as *deliberate* and *repeated* over a period of time, where it is difficult for those that are being bullied to defend themselves.

Hanwell Fields is a restorative school and will work hard to help children learn through restorative process to repair damage caused to relationships.

Different Categories that we need to understand

What is bullying ?

There are different types of bullying:-

- * **Physical**—like kicking or hitting, pinching, sexual assault, stealing & hiding personal things
- * **Verbal**—like calling people names, including the use of texting/email/cyber technology, mocking them or threatening them
- * **Indirect**—like spreading rumours about someone, defacing property or graffiti

Classist Bullying

Targeting someone who is seen as a different class (social economic group)

Disability Bullying

Targeting someone with special needs or disabled, perhaps less able

Homophobic Bullying

Targeting someone because you think they are gay (homosexual) or transgender. Including gender stereotyping

Racist Bullying and **Religious Bullying**

Targeting someone that is perceived to be a member of a different race or religion.

Sexist Bullying

Targeting someone because of their gender.

Cyber-Bullying

All forms of bullying can happen through the use of technology e.g *text, multi media messaging sites, email, images over internet etc*

Expectations of our school community

HFCS will **actively address bullying** and take measures to stop it. The school will **not tolerate the bullying of any member of the school community**. The school community consists of pupils, parents/guardians/carers, governors, volunteers and all staff.

The school accepts that:

- * Every member of the school community has the right to feel comfortable, safe, secure, equally valued and respected;
- * Every member of the school community has the right to grow and change, free from prejudice, stereotyping, harassment and negative discrimination;
- * Every pupil in the school community has the right to equal access to a curriculum that meets their needs;
- * Learning is the entitlement and responsibility of every member of the school community;
- * Every member of the school community has the right to object to and/or reject language or behaviour which is offensive and/or intimidating;
- * Every member of the school community has the responsibility to treat others with respect;
- * It is the responsibility of every member of the school community to address and/or report all incidents of bullying.

What will we do ? (Actions)

Let all members of our school community know the policy and what can happen if you are bullied or participate in an act of bullying.

Pupils (*Parents—we recognise that you can be your child's voice*) who feel they are being bullied need to alert an adult they trust.

-This may be their Class Teacher, Teaching Assistant, Bridges Staff, Key Stage Leader or a member of the Inclusion Team.

-The person who receives a report from the pupil will take it extremely seriously and be seen to be doing so.

All allegations of breaches of the policy—these will be investigated fully and sensitively. If a member of staff is unsure how to deal with the incident, he or she will seek advice from more senior staff.

Incidents and allegations will be investigated and the outcome recorded on the appropriate form. Feedback will always be provided to individuals who have made the allegations or complaint.

All incidents of bullying will be recorded and their frequency and type monitored. This information will be used to inform the development of the school's anti-bullying work. All incidents reported by parents/carers/guardians will be recorded. The school will also discuss with parents/carers/guardians any incidents of bullying in which their child has been involved, either as victim or perpetrator.

The school recognises itself as a **restorative school** and therefore will use means of mediation to support both victims and perpetrators to help educate and support both parties.

Bullying behaviours can also receive **sanctions** in line with our **behaviour policy**; these can include internal and external exclusions, removal of social times and if necessary involvement from Thames Valley Police and other agencies as the school sees fit. We recognise that Bullying can be a crime and may therefore choose to involve the police where appropriate, to support and educate both parties.