



theHammond

RESPONSES TO MISOGYNY POLICY

2023 - 2024

THE HAMMOND SCHOOL LTD., MANNINGS LANE, CHESTER, CH2 4ES

Telephone: 01244 305350 | Web: www.thehammondschool.co.uk | Email: contact@thehammondschool.co.uk

The Hammond School Limited is registered in England and Wales Number 838325. Registered office is above. Charity Number 1022427 incorporating the Betty Hassall Foundation. The school is accredited by the I.S.A and C.D.E.T. and is a member of the B.S.A and I.S.I.

Purpose:

The Hammond is committed to providing a safe, inclusive, and respectful learning environment for all students, regardless of their gender. This policy outlines the guidelines and procedures for responding to misogyny, promoting gender equality, and fostering a culture of respect within the school community.

Definition:

Misogyny refers to the prejudice, discrimination, or hatred directed towards individuals or groups based on their gender, particularly against women. It can manifest in various forms, including verbal, written, and physical actions that belittle, objectify, or demean individuals due to their gender.

Education and Awareness:

The Hammond will incorporate lessons and discussions about gender equality, respect, and the harmful effects of misogyny into the curriculum. This will be highlighted through PSHE drop down events, tutorial sessions, and assemblies as well as literature posted around the school site. Staff members will receive training on recognising, addressing, and preventing misogyny within the school environment through staff INSET and online safeguarding training.

Reporting Mechanisms:

Students, staff, and parents/guardians are encouraged to report incidents of misogyny to designated school personnel (for staff, this will be, in most cases, the designated safeguarding lead or the deputies). Reports can be made verbally, via email or telephone. Staff must always record concerns on CPOMS. The identity of the reporter will be kept confidential whenever possible. The anonymous reporting mechanism Whisper is also used to encourage reporting.

Investigation and Response:

All reports of misogyny will be thoroughly investigated by designated safeguarding team. Investigations will be conducted in a timely and sensitive manner. Appropriate disciplinary actions will be taken against individuals found responsible for engaging in misogynistic behaviour. Consequences may range from educational interventions to disciplinary measures in accordance with the Principal's recommendations and the school behaviour policy.

Support for Victims:

Individuals who experience misogyny will be provided with emotional and psychological support. Counselling services and resources will be made available to help them cope with the emotional impact of the incident. Efforts will be made to ensure the victim's safety and well-being within the school environment.

Preventive Measures:

The school will engage in ongoing efforts to prevent misogyny by fostering a culture of respect, empathy, and inclusion. Curricula and schemes of work have been created to encourage positive discussions regarding respect.

Community Involvement:

The school will collaborate with parents/guardians, local organisations, and experts to address misogyny effectively.

Community discussions, seminars, and awareness campaigns may be organised to engage students, parents, and staff in addressing misogyny together.

Review and Updates:

This policy will be reviewed at least annually to ensure its effectiveness and relevance.

Feedback from students, staff, parents/guardians, and the community will be considered in updating the policy as needed.

Conclusion:

Our school is committed to maintaining a safe and respectful environment that promotes gender equality and condemns misogyny in all its forms. This policy serves as a framework for responding to and preventing misogyny, while nurturing an inclusive and empathetic school community.

How The Hammond will respond to acts of misogyny

Responding to acts of misogyny by students requires a careful and comprehensive approach that prioritises education, accountability, support, and prevention. This is The Hammond's preferred way of dealing with such incidents.

1. Immediate Response:

When an act of misogyny is reported or observed, the school should take immediate action to address the situation. This may involve:

- Separating involved parties if necessary to prevent further conflict.
- Ensuring the safety and emotional well-being of the victim.
- Documenting the incident, including date, time, location, individuals involved, and witnesses.

2. Investigation:

A thorough investigation should be conducted to understand the context, motives, and severity of the incident. This investigation should be handled by designated school personnel who are trained in addressing such issues. The investigation may involve interviews with witnesses, victims, and perpetrators.

3. Education and Awareness:

Misogyny often stems from ignorance or lack of understanding. Provide educational interventions for the individuals involved, including:

- Workshops on gender equality, respect, and healthy relationships.
- Discussions about the impact of misogyny on individuals and the community.
- Sharing resources, articles, and videos that challenge stereotypes and biases.

4. Disciplinary Action:

Appropriate consequences should be assigned to the perpetrators based on the severity of the incident and school policies. These consequences should aim to educate, correct behaviour, and prevent future incidents. Possible actions may include:

- Verbal warning and counselling for some offenses.
- Written apology or reflection assignments.
- Community service related to promoting gender equality.
- Suspension or more serious disciplinary actions for repeated or severe incidents.

5. Support for the Victim:

Offer comprehensive support to the victim, which can include:

- Providing counselling services to help them cope with emotional distress.
- Creating a safe space for them to express their feelings and concerns.
- Ensuring that they are not subjected to further harassment or victimisation.

6. Parental Involvement:

Communicate with the parents/guardians of all involved parties, explaining the incident, actions taken, and steps for prevention. Collaboration with parents is crucial to address the issue collectively and ensure consistent messaging.

7. Prevention and Awareness:

Take proactive measures to prevent future incidents of misogyny:

- Implement gender equality programs and workshops that encourage dialogue and understanding, this will primarily take place through PSHE and tutorial sessions.
- Foster a culture of respect, empathy, and inclusivity through ongoing initiatives.
- Establish clear guidelines and expectations for behaviour in the school's code of conduct.

8. Monitoring and Follow-Up:

Keep track of the individuals involved to ensure that the issue does not recur. Conduct follow-up discussions to evaluate the effectiveness of the interventions and make any necessary adjustments.

9. Restorative Justice:

The Hammond uses restorative justice approaches, such as mediation, to facilitate conversations between the victim and the perpetrator. This can help build empathy, understanding, and promote accountability.

10. Policy Review:

This policy will be reviewed at least annually with necessary updates based on feedback, evolving best practices, and changing laws.

Remember our goal is not only to address individual incidents but also to create a school culture that promotes respect, equality, and empathy among all students.

Policy Details

This Page Should Not Be Published

Document Owner:	J ROSCOE
Document Input:	SLT
Document Sources:	DFE
First Created Date:	JULY 2023
Last Update Date:	AUGUST 2023
File Location of Original Policy:	SHAREPOINT

Approver	SAFEGUARING SC
Role	BOARD OF DIRECTORS
Last Approval Date	AUGUST 2023
Next Review Date	AUGUST 2024