

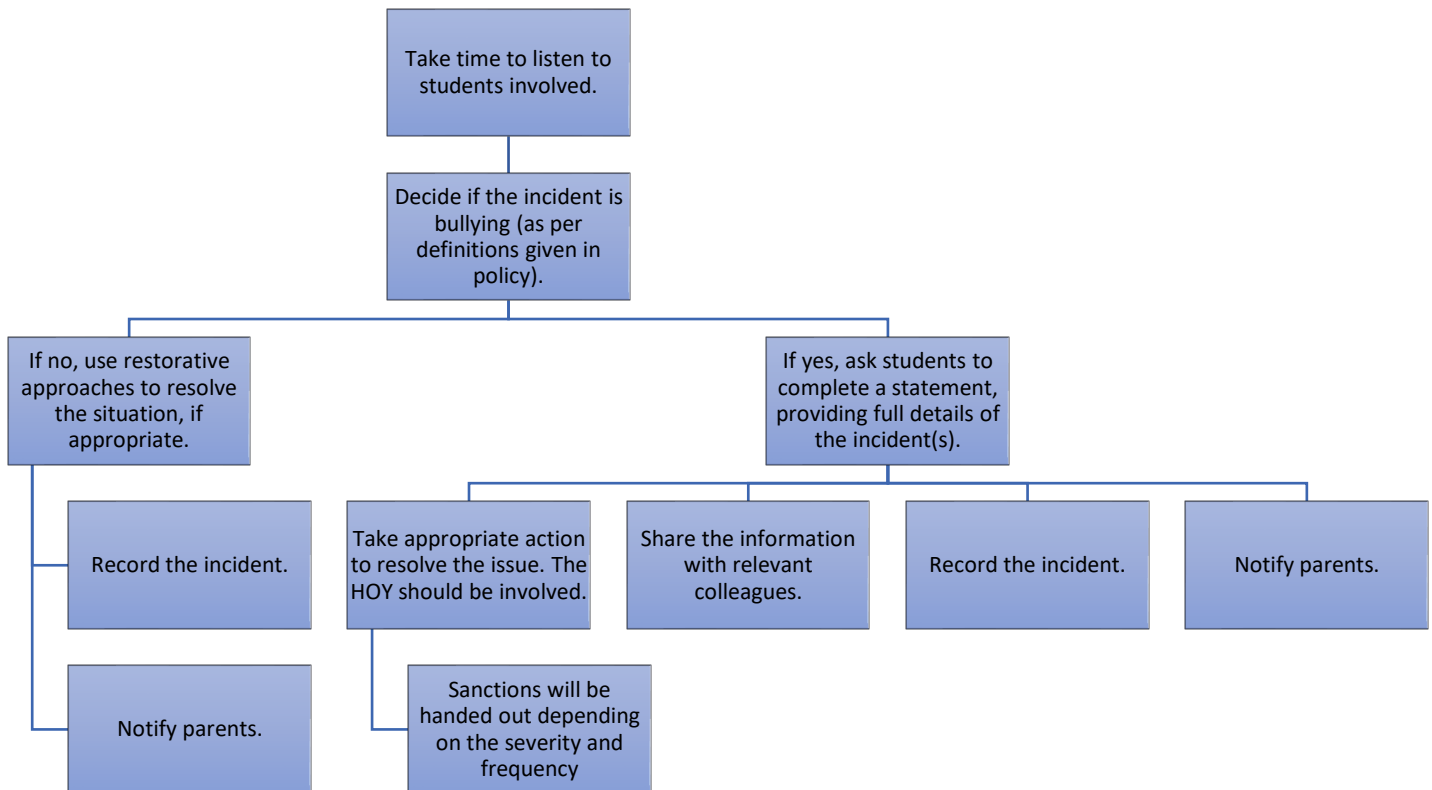


What To Do: Dealing with Bullying Behaviour

All staff aware of the incident must take the time to make the situation safe, if necessary (i.e) control of a bully and support for a victim. There may be many reasons why a child harms another and it is important to understand why a young person has engaged in such behaviour, including accidentally before considering the action or punishment to be undertaken.

The tutor and/or Assistant Headteacher / Head of Year will work to resolve the issue. A number of strategies may be used, depending on the nature of the incident(s), but will have the following in common:

- 1) A clear message to all that our school takes bullying seriously.
- 2) Records will be kept and shared on a need-to-know basis.
- 3) Efforts will be made towards reconciliation.
- 4) Parents and students will be kept fully informed of the actions taken.
- 5) Sanctions should be directed at the behaviour, not the student.
- 6) The situation will be monitored.



Strategies that may be used include the following:

- The victim and the bully are interviewed separately, and, if appropriate, statements taken from witnesses.
- If appropriate, a sanction is issued for the bullying behaviour.
- If appropriate, Restorative Justice meeting is held between the students.
- If appropriate, discuss the situation within the teaching group or tutor group.
- Outside agencies may be involved (e.g.) youth service, PCSO, EIO