

Action for Dealing with Bullying

Step 1

- Low level incidents reported to tutor, if repetitive tutor will refer to YGM to investigate
- Restorative meeting with everyone involved - YGM to lead
- Education about bullying, why it is wrong, negative impact it has on victim - provided by YGM
- All parents contacted YGM
- Sanction decided by YGM e.g. detention / IER
- Logged on Bromcom as Category 1, with narrative outlining what bullying was, action taken and next steps
- Log on CPOMS if safeguard concern as well
- YGM check in after 1 week

Step 2

- YGM notified and HOY investigate - perpetrator already had bullying Cat 1 incident / repeated behaviours or more serious incident (see classification of bullying)
- As 'Step 1' HOY investigate and contact parents
- Logged as 'Step 1' but now escalated to Category 2
- Interventional / educational work for student led by YGM or if appropriate external agency
- Perpetrator on HOY report - 2 weeks
- Sanction decided by HOY e.g. DOSP, or if suspension SLT authorise
- Non-contact contract signed by students, parents and HOY

Step 3

- YGM / HOY / SLT all notified; HOY investigate - perpetrator already had bullying Cat 2 incident / very serious one-off incident (see classification of bullying)
- As 'Step 1' HOY investigate, parents contacted by SLT
- Logged as 'Step 2' but now escalated to Category 3
- Other external agency support put in place as required e.g. no limits
- Perpetrator on SLT report - 2 weeks
- Involvement of police
- Sanction decided by SLT e.g. suspension / long-term DOSP / referral to IAP / referral to AP / PEX
- Non-contact contract signed by students, parents and SLT

At Oasis Sholing, we acknowledge that not all incidents occur when one student is involved. For this reason, we sanction and provide support for all students that have been present during these incidents and as such treat them all consistently.