

Action for Dealing with Bullying

First Incident

- Teacher present should address behaviour and email YGM
- YGM to see all students involved, RP and log as a 'negative social interaction' on BromCom
- YGM to contact all parents to give information and outcome
- YGM to email tutors and HOY
- YGM to review after 1 week

Second Incident

- YGM to see all students involved, RP and log as 'bullying 1st incident' on BromCom
- YGM to email HOY to agree appropriate sanctions
- HOY to contact parents to give information and outcome

Third Incident

- YGM to see all students involved and log as 'bullying 2nd incident' on BromCom
- YGM to refer to SLT LM & HOY to agree appropriate sanctions
- SLT LM to contact parents to give information and outcome
- SLT LM to involve external agencies if required
- SLT LM to arrange meeting with parents
- SLT LM to review weekly for 2 weeks

Fourth Incident

- YGM to see all students involved and log as 'bullying 3rd incident' on BromCom
- YGM to refer to ERO
- ERO to contact parents to give information and outcome
- Fixed term exclusion to be issued
- ERO to arrange meeting with all parents
- ERO to continue to access interventions including from external agencies

NB – Timescales between incidents may determine whether it is the beginning of a new cycle (therefore start at First Incident) or whether it is a second incident, even if the same students are involved.

The number of incidents refers to the perpetrator and therefore a student's sanctions can still be escalated even if they have bullied a different student each time.

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.