

TACKLING BULLYING TOGETHER

Bullying is the repeated, intentional hurting of one person or group by another person or group.

This intentional hurt can be through words or actions, in person or online.

WHO SHOULD I TELL IF I AM BEING BULLIED?

Tell a member of **staff** straight away

Tell a member of your **Year Team** straight away

Tell a **trusted adult** straight away

The staff member or trusted adult will inform your Year Team

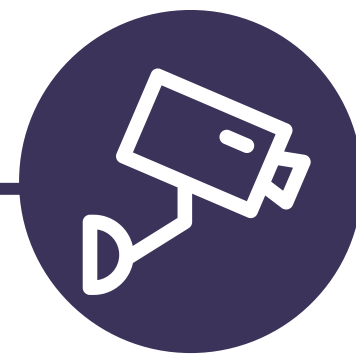
WHAT HAPPENS NEXT?



Year Team gathers your statement, verbal and/or written. Investigation begins.



A statement is gathered from the bully, verbal and/or written.



Relevant CCTV, video or photographic evidence is reviewed.



Relevant witness statements, verbal and/or written are also gathered.



The parents/carers and children of all involved are informed of the type of incident.



If a bullying outcome is not found, an unkind behaviour incident is logged on a central system.



If a bullying outcome is found, a bullying incident is logged on a central system.



Parents/carers of both victim and bully are spoken with to inform the investigation is taking place.

Consequences for bullying / unkind behaviour are issued in line with the behaviour policy.

Actions/consequences for bullying / unkind behaviour will be issued. The actions/consequences will be determined by the Year Team and/or the Pastoral Team. Actions/consequences include: Warnings, Restorative Conversations, OSP, IR, OR, Suspension etc. For details about the meaning of these consequences, please see the behaviour policy.



IS IT UNKIND BEHAVIOUR OR BULLYING?

Bullying is the repeated, intentional hurting of one person or group by another person or group.

This intentional hurt can be through words or actions, in person or online.

Is a person or group of people **deliberately** hurting you through their words or actions?

NO

YES

Has this person or group accidentally hurt you with their words or actions?

Has this happened multiple times?

NO

YES

NO

YES

Great!
Keep having a lovely day!

Even if it was an accident, it is best to speak with a teacher so they are aware and can check you're ok.

If this has only happened once, it may not be bullying. It may be unkind behaviour.
Speak with a teacher to check this.

If it's ongoing, it might be considered bullying.

Please refer to *'Tackling Bullying Together'* to see how we can help stop the bullying.

Tell a teacher ASAP.

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