

Bullying

If a complaint of bullying is received, it is up to the ALCs to establish the nature of the problem. Actions once the bullying is identified are dependent on the scale of the concern. In establishing the nature of the complaint, ALCs assume a problem solving approach. This will establish whether the complaint can be defined as bullying.

There are many definitions of bullying. At Norton College this is our working definition:

- Deliberately hurtful behaviour;
- Repeated over a period of time;
- Difficult for victims to defend themselves.

Bullying can be:

- Physical;
- Verbal;
- Damage to Property;
- Indirect – e.g. excluding a pupil from a social group;
- Cyber-bullying.

If the ALC is clear that there is a case of bullying, it is logged and the following scale is recorded. To enable the college to monitor the type of bullying, the action is referred to the Pastoral Director/Director of progress and Well Being.

Scale 1:

The complaint stems from a one-off incident. The pupil fears after the incident there will be repercussions, either from the pupil originally involved or from other sources. The pupil's parents and Mentor are informed. The pupil's Mentor monitors the situation.

Scale 2:

The complaint stems from a one-off incident which does not appear to have been resolved. Several concrete incidents happen to the pupil after the initial incident. Parental contact more formal, for example, a parent might be invited into college to discuss the issue. The ALC resolves the situation and monitors the pupils involved.

Scale 3:

The complaint reveals a range of incidents over more than a two week period which has not been resolved; this could also involve events that may have taken place outside of school. Parental meetings will be needed and the incident will be referred to the Pastoral Director/ Director of progress and Well Being. A joint resolution will be agreed between the Pastoral Director/ Director of progress and Well Being and ALC. Formal parent contact will be made by the pastoral team. The pastoral team will issue internal sanctions and the ALC will monitor the situation.

Scale 4:

The same complaint as Scale 3 however the alleged bully has been involved in similar behaviour before with different pupils. This is referred to the Senior

Management Team to issue an appropriate sanction. A parental meeting will be held with a member of SLT and the ALC will continue to monitor the situation.

Scale 5:

A complaint unearths a range of anti-social behaviour over a 4 – 6 week period of time in a range of locations. Pupils may have missed lessons, or whole days as a result of this. There will be more than two pupils involved. This is referred to the Senior Management Team to issue an appropriate sanction.

Resolution

Dependent on the scale however a key element in all is:

- 1. Home contact to both victim and bully;**
- 2. Monitoring of victim; the day after , the week after and three weeks after;**
- 3. Recording of actions and monitoring.**

Possible sanction:

- **Verbal warning**
- **Phone call home**
- **Formal contact home**
- **Removal of privileges**
- **Inclusion,**
- **Fixed Term Exclusion**
- **Parental Meeting**
- **No Blame circle time**
- **Joint Parent Meeting**