

Culture for Learning

Bullying Sanctions

Students who have bullied will be sanctioned appropriately according to the Academy's Behaviour policy- see below.

Bullying – Tier	Sanction /intervention	Communication process
<p>1. First Incident</p>	<ul style="list-style-type: none"> • Reflection – What has happened? Could it have been different? • Resolution – How can we try to ensure this doesn't happen again? • Reconciliation – How we put things right between those involved? <p>Care must be promoted for the victim and the bully, not just one.</p> <p>45 MINUTE REFLECTION SESSION FOR THE PERPETRATOR</p>	<ul style="list-style-type: none"> • Statements taken • Given to SPL/NPU • Level 1 RJ performed if appropriate • Logged on SIMS • Parents of both parties contacted via the 360 • Text sent to parent/carer informing them about the reflection session • Conversation with 360/Tutor • Reassuring the student • Offering continuous support with a designated member of staff • Restoring self-esteem and self-confidence
<p>2. Second incident</p>	<ul style="list-style-type: none"> • Reflection – What has happened? Could it have been different? • Resolution – How can we try to ensure this doesn't happen again? • Reconciliation – How we put things right between those involved? <p>Care must be promoted for the victim and the bully, not just one.</p> <p>90 MINUTE REFLECTION SESSION FOR THE PERPETRATOR</p>	<ul style="list-style-type: none"> • Statements taken • Given to SPL/NPU • Level 1-2 RJ performed if appropriate • Logged on SIMS • Parents of both parties contacted via the 360 • Text sent to parent/carer informing them about the reflection session • Conversation with 360/Tutor • Reassuring the student • Offering continuous support with a designated member of staff • Restoring self-esteem and self-confidence • Referral to a counsellor;
<p>3rd Incident</p>	<ul style="list-style-type: none"> • Reflection – What has happened? Could it have been different? • Resolution – How can we try to ensure this doesn't happen again? 	<ul style="list-style-type: none"> • Statements taken • Given to SPL/NPU • Level 1-2 RJ performed if appropriate • Logged on SIMS • Parents of both parties contacted via the 360

	<ul style="list-style-type: none"> • Reconciliation – How we put things right between those involved? Care must be promoted for the victim and the bully, not just one. <p>IBASE INTERNAL EXCLUSION FOR THE PERPETRATOR</p>	<ul style="list-style-type: none"> • Text sent to parent/carer informing them about the ibase • Reassuring the student • Offering continuous support with a designated member of staff • Restoring self-esteem and self-confidence • Referral to a counsellor • Conversation with 360/Tutor
<p>4th Incident</p>	<ul style="list-style-type: none"> • Reflection – What has happened? Could it have been different? • Resolution – How can we try to ensure this doesn't happen again? • Reconciliation – How we put things right between those involved? Care must be promoted for the victim and the bully, not just one <p>FIXED TERM EXCLUSION FOR BULLYING FOR THE PERPETRATOR.</p>	<ul style="list-style-type: none"> • Statements taken • Given to SPL/NPU • Level 1-2 RJ performed if appropriate • Logged on SIMS • Parents of both parties contacted via the SPL/NPU • FTE letter sent home • Reintegration meeting held • Behaviour support plan in place • Reassuring the student • Offering continuous support with a designated member of staff • Restoring self-esteem and self-confidence • Referral to a counsellor • Involving other agencies, including Police and Children's Services, to support a change in behaviour;