

What happens if I report bullying?

The first step is to thoroughly investigate the allegation of bullying. We collect witness statements and look at the evidence. We decide whether it is **conflict**, **unkindness**, **meanness** or **bullying** and then decide on next steps. If it is bullying we do the following:

“**Repeated**, **negative** behaviour that is **intended** to make others feel upset, uncomfortable or unsafe”

Support

We support the person who is the target of the bullying behaviours by creating a safe and supportive environment around them. We provide safe spaces and safe people such as their Pastoral Leader, Pastoral Assistant and Anti-Bullying Ambassadors to help them. If a criminal offence has been committed we support parents in reporting the incident to the Police. We also decide whether to move the person doing the bullying behaviours out of the target person's classes.

Sanction

We decide on sanctions depending on how serious and how repeated the bullying is. The sanctions are tough, including: C3 detentions, IER days, RBD days, suspensions and permanent exclusion. We also can get the person doing the bullying behaviours to sign a behaviour contract and warn them of how the sanctions will get tougher and tougher until they stop the behaviour. **We can, have, and will, permanently exclude any student who repeatedly bullies others.**

Monitor

Once we have dealt with the reported incident of bullying, we make sure that we continue to monitor the situation so that we can act quickly and more firmly if it happens again. We ask people who have been the target of bullying behaviours, and their parents, to report any further instances. We also arrange for the target's tutor to regularly check in with them to make sure that the bullying has stopped.

Educate

Often people bully others because there is a problem in their own life. We interview the person doing the bullying behaviour to try to understand why they acted the way they did and if they need support with a problem in their own life we help if we can. We also educate them on the negative effects that bullying can have on people. These are all things we do to try to prevent the bullying from happening again.

If you or someone you know is experiencing bullying, report it. **We will help to stop it**

Please report it:

- ▶ Tell your Tutor, Pastoral Leader or Deputy Pastoral Leader
- ▶ Tell other trusted member of staff at Wyvern
- ▶ Tell an Anti-Bullying Ambassador
- ▶ Click the Report Bullying link in Edulink