



## Anti-Bullying for Pupils 2020

If you are subject to any bullying you will need to discuss the incident with your mentor or hub manager and often this will help resolve the situation. If the bullying continues then the matter will be passed to the AHT or Behaviour lead. You will need to make a statement, either verbal or written, and the member of staff investigating will make notes.

The 'bully' will then be interviewed and given the opportunity to give his/her side of the story. Again a verbal or written statement will be made and the member of staff investigating will make notes.

If the stories of both students are the same, there may be no need to involve other students or to find witnesses

The student guilty of bullying will be warned that any repetition will lead to the hierarchy of sanctions.

The victim will be asked to report immediately any repetition of the bullying behaviour.

Both sets of parents will be informed by letter and the incident logged on both students' files and the Central Bullying Record (CBR). The CBR will be brought to a governors meeting each year

In cases where the 'bully' denies the allegation, witnesses will need to be sought and interviewed, and additional evidence gathered. Such investigations are very time-consuming, no matter who initiated the investigation. It may then need to be shared between the Hub Manager, AHT or Behaviour lead. Even though the period of investigation may be difficult for the person who feels bullied, it is essential that we are seen to be thorough and fair. No-one will report bullying if they feel that investigations are rushed or not dealt with properly and fairly. The investigation will continue until a satisfactory conclusion is reached.