

Peer on Peer Abuse inc Bullying. Statement of Practice



Our Christian Mission is:

“I am able to do all things through Christ
who strengthens me”

Philippians 4:13

Our Christian Values are: Wisdom,
Hope, Community and Dignity

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Introduction

This document sets out the arrangements for the variety of methods used to deal with any instances of bullying at The Nottingham Emmanuel School.

This Statement of Practice is linked to our core values of Community and Dignity and their associated bible scriptures:

‘Be like-minded, be sympathetic, love one another, be compassionate and humble’ (1 Peter 3:8)

‘In everything. Make yourself an example of good works with integrity and dignity’ (Titus 2:7)

At Nottingham Emmanuel School we welcome everyone into our school community because they are precious and valued. We grow together by learning from the mistakes we make and forgiving one another. We are all called to respect each other and live our lives in a way that serves and supports others. At Nottingham Emmanuel School we give dignity to others by treating everyone with respect and equal value in our words and in our actions.

Related Policies, Statements of Practice and procedures

- Behaviour Policy
- SEN policy
- PSHE policy
- Attendance and Punctuality Statement of Practice
- Safeguarding Policy
- Safeguarding Statement of Practice
- Mental Health Statement of Practice

Statement of Practice

Bullying

No form of bullying is tolerated at Nottingham Emmanuel School and we do our utmost best to ensure any form of bullying is dealt with as soon as possible.

The following are examples of types of bullying behaviours that will not be tolerated at our School:

Physical:

- Fighting, pushing, shoving, intimidation, gestures or invasion of personal space, either as actual physical contact or as a direct threat
- Theft of or damage to another’s property, belongings or school work

Verbal:

- Name-calling which identifies ethnicity, sex, gender, ability, disability, health, sexual orientation, religion, economic circumstances, family background or appearance as the cause for discrimination
- The use of language related to the above to implicate it as negative, for example “those trainers are gay”
- Rumour spreading

Visual:

- Offensive notes, material, graffiti
- Offensive e-mails, text messaging, posting messages or any other material on social networking and internet sites.

Victimisation:

- Bullying, defined as purposefully directed regular and frequent victimisation of an individual, including any of the following: threats to the individual or their family, extortions of money or material possessions, physical or emotional intimidation, social exclusion or ostracising

Sexual:

- Touching or brushing against another in a sexual manner
- Sexually orientated jokes, drawings and literature
- Invitations of a sexual nature that the recipient does not want
- Asking uninvited questions about another's private life
- Sending or receiving of inappropriate images
- Upskirting (a highly intrusive practice, which typically involves someone taking a picture under another person's clothing without their knowledge).

There are many other types of harassment, but we want our pupils to be clear that these types of behaviour, among others, become bullying when a pupil has made it known that it is unwelcome or unwanted and it does not stop immediately. In some cases another pupil or member of staff may report something that they have witnessed or heard which also warrants action to be taken. All staff at Nottingham Emmanuel School are trained in dealing with disclosures regarding bullying and will take immediate steps to support the young person and resolve the issues raised.

We take any type of unkind behaviours seriously and record behaviours we describe as 'bullying remarks' (e.g. comments that could cause upset but may not be intentional) as we believe to not take swift and direct action could compromise a pupil's safety and/ or wellbeing and in turn become bullying if not managed and challenged immediately. These remarks are dealt with in the same way that a behaviour breach would be and expectedly would result in a sanction, ranging from a negative point through to a more severe sanction. Sanctions will be issued for any type of bullying remarks or comments and evaluated on an individual basis on each occasion, assessing the severity of the behaviour breach and referring to our Behaviour Statement of Practice.

All incidents of pupil conflict are resolved through sanction, communication with parents/carers and pupils involved making clear why the behaviour is not acceptable to prevent further incidences but also restorative practices are followed with all pupils involved to allow time for reflection and to repair the relationships. This type of practice is proved to prevent anti-social behaviour, repair harm and restore relationships and we believe at The Nottingham Emmanuel School that this is how our 'family' community cohesion is maintained in all areas of our School life.

At The Nottingham Emmanuel School our Year Leaders are non-teaching and are hand to deal with any issues throughout the day should they arise. Year Leaders will also be in constant communication with parents/carers until the situation is resolved. Please note that while we may not be able to discuss any particular sanctions that have been put into place for the other party, all bullying issues are dealt with and sanctions are put in place where necessary.

