

## The NES **Anti-Bullying Charter**



- Have you been able to ask them to stop?
- Have you talked to your friends/family about the situation?
- Have you spoken to your tutor, YL or Post 16 link?
- Have you completed a My Concern postcard?

#### Incident is reported to someone you trust at NES

Year Leader, Tutor, Subject Teacher, Student Support, SLT, Learning Support, Key Worker, Student Reception

Or reported via...

Email, My Concern Postcard



No

We can only support you when we know about it



4 focused questions to consider and answer...

Was there an Was it Was it Was it imbalance of power? deliberate? hurtful? repeated?

If the answer to all 4 of these questions is Yes...



Yes

Yes

#### **Classify Bullying**

Bullying can be more than one type.



#### Not Bullying...

- Investigate
- Solve
- **Restorative Justice**
- Educate
- **Apply Sanctions**
- Record on Go4Schools
- Contact parents







# Victim = The target Perpetrator = The bully(s)

#### Response to the Bullying

Stage 1 YL	Possible Actions
Bullying reported	YL investigates
and classified	Support to victim
	Perpetrators spoken to by YL
	Parental contact
	Record on G4S
	Stage 1 sanctions/next sanctions explained

#### **Bullying continues**



Stage 2 YL	Possible Actions
Continued report	YL investigates
of bullying	Restorative justice
	Support for victim and perpetrator
	Parent contact/meeting
	Record on G4S
	YL to monitor
	Stage 2 sanctions/next sanctions explained

#### **Bullying continues**



Stage 3 YL and SLT	Possible Actions
Continued report	YL/SLT investigates
of bullying	Student agreement completed
	Parental meeting
	Record on G4S
	Stage 3 sanctions/next sanctions explained

#### **Bullying continues**



Stage 4 SLT	Possible Actions
Continued report	Parent meeting
of bullying	AAB behaviour panel
	Record on G4S
	Stage 4 sanctions/next sanctions explained

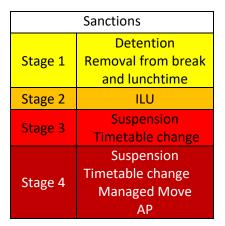
Please note this is a staged approach to tackling bullying.

There may be times when it needs to be adapted to be successful.

## **NES Against Bullying**

"I can do all things through Christ who strengthens me"

**Hope Dignity Community Wisdom** 



Use of sanctions based on the professional judgement of staff

Additional Support and interventions

- NES Police Officer referral
- School Counselling
- Anti-Bullying Alliance
- ELSA
- School Nurse
- MHST
- NSPCC 0808 800 5000



Appendix 1 – Types of bullying description

Bullying behaviour can be:

- **Physical** pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal** name calling, verbal abuse, rumours, sarcasm, threats, teasing, belittling.
- **Emotional** isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- **Sexual** unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect undermining a person or trying to ruining a reputation by spreading rumours and gossiping
- Racial bullying behaviours listed above based on or motivated by an individual's skin colour, cultural and/or religious backgrounds or their (perceived) ethnicity
- LGBTQ+ bullying behaviours listed above based on or motivated by an individual's actual or perceived sexuality

Taken from the Anti Bullying Alliance "What is bullying?"

https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/understanding-bullying/definition



## The Nottingham Emmanuel School Anti-Bullying Charter

The NES Community does not tolerate bullying. We believe that every student is a valued child of God. We create a safe and supportive environment for everyone.

As a student at NES I agree to...

Treat all others with **DIGNITY**: fairly, with respect and without discrimination

Report bullying - If you see it, say something to someone

Use social media with WISDOM and respectfully - Stay safe and stay kind

Recognise and celebrate difference as part of our **COMMUNITY** 

Use appropriate language at all times, especially when referring to someone's race / gender / religion / sexuality / belief / ability

Always be kind and respect everyone!

#### Staff at NES will...

Listen to, pass on and investigate student concerns

Use the Anti Bullying Charter Process appropriately to bring HOPE

Communicate with students and parents regarding incidents of bullying

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Hope Dignity Community Wisdom

