



# The NES Anti-Bullying Charter

Has someone  
been unkind  
to you?

- 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

We can only  
support you  
when we  
know about it

Yes

## 4 focused questions to consider and answer...

Was there an  
imbalance of power?

Was it  
deliberate?

Was it  
hurtful?

Was it  
repeated?

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

No

## Not Bullying...

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

Yes

## Classify Bullying

Bullying can be more than one type.

## Types of Bullying



Physical bullying



Verbal bullying



Emotional bullying



LGBTQ+ bullying



Cyberbullying



Sexual bullying



Indirect bullying



Racial bullying



## Response to the Bullying

Stage 1 YL	Possible Actions
Bullying reported and classified	YL investigates 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 of bullying	YL investigates 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 of bullying	YL/SLT investigates Student agreement completed Parental meeting Record on G4S Stage 3 sanctions/next sanctions explained

Bullying continues



Stage 4 SLT	Possible Actions
Continued report of bullying	Parent meeting 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.*

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

Sanctions	
Stage 1	Detention Removal from break and lunchtime
Stage 2	ILU
Stage 3	Suspension Timetable change
Stage 4	Suspension Timetable change Managed Move AP

*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

In some situations Stage 1&2 may be bypassed

## NES Against Bullying

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

Hope

Dignity

Community

Wisdom



## 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

## NES Against Bullying

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

**Hope**

**Dignity**

**Community**

**Wisdom**

