

Bullying & Conflict Resolution Policy

North Kesteven Academy

2017-2019

Review Date: Autumn Term 2017

Next Review Due: Autumn Term 2019



North
Kesteven
Academy

Think Excellence

1. Aims

The Academy acknowledges that there may be occasions in any student's educational career where they may come into conflict with their peers and, on some occasions, feel threatened or bullied by the actions of others. The aim of this policy is to ensure that students learn in a supportive, caring and safe environment that deals effectively and supportively with student conflict and also ensures that students can learn without fear of being bullied. The academy understands that conflict between students may occur and that, by educating and supporting students to effectively manage and resolve conflict, this learning experience can be a vital personal skill for their future development.

However, it is the academy's view that bullying is an unacceptable anti-social behaviour that will not be tolerated. Only when any issues relating to the bullying of a student are effectively addressed will that particular student be able to fully benefit from the opportunities available to them at school.

2. Definitions

Conflict

The academy defines conflict as:

- A serious disagreement or argument that may or not be of a protracted nature.
- Involving both parties actively facilitating and consciously engaging in the disagreement or argument.

Bullying

The academy defines bullying as:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation.

Bullying can take many forms and can include:

- Physical assault
- Teasing
- Making threats
- Name calling
- Cyberbullying – bullying via mobile phone or online (e.g. email, social networks, instant messaging services etc.)

In addition to this the academy specifically defines bullying as one party engaging in behaviour that results in hurting somebody (either physically or emotionally) **with little or no reciprocal behaviour** from the other party. If the academy deems that the other party is actively reciprocating with similarly hurtful behaviour then this would be defined as conflict.

3. Identifying and Dealing with Conflict or Bullying

Students who are being bullied or involved in ongoing conflict may show changes in behaviour, such as becoming shy, nervous, unusually aggressive, disengaged, feigning illness or taking unusual/frequent absences. There may be evidence seen by teachers and parents of changes in work patterns including a lack of concentration and truanting from School.

It is an expectation that all staff are able to recognise and identify signs of potential conflict or bullying. Should any staff member suspect that a student is engaging in or victim to ongoing conflict or bullying then they have a responsibility to report this to the relevant College staff for that student.

Once this concern has been reported then the College Achievement Team will utilise the academy's anti-bullying and conflict resolution protocols in order to initially identify whether the matter is one of conflict or would be classified as bullying.

Dependent upon the results of this initial phase of investigation the next steps might be as follows:

4. Conflict:

- Interview and gather statements from relevant students and identify whether this is 'Conflict' or 'Bullying'
- Identify core parties central to the conflict
- Unless deemed to be inappropriate, initiate Rebuilding Conversation with agreed Action Plan regarding future steps and consequences for all parties
- Where deemed necessary place students on a Behaviour Agreement, identifying clear parameters for appropriate behaviour towards each other
- Inform parents/carers and form tutors regarding any agreed actions, future steps and consequences decided upon during the Rebuilding Conversation and/or Behaviour Agreement
- Hold conflict monitoring reviews where necessary in order to identify any other required support

5. Bullying:

- Interview and gather statements from relevant students and identify whether this is 'Conflict' or 'Bullying'
- Identify core parties central to the bullying
- Identify if a sanction is required (particularly if the incident is not the first of its kind), instigate and inform parents/carers regarding sanction and next steps
- Offer the victim of bullying the opportunity for a Rebuilding Conversation with the other party as well as identifying any other potential pastoral support where necessary (e.g. scheduled check-ins with College staff, referrals for counselling, anxiety interventions etc.)
- Where deemed necessary place the students on a Behaviour Agreement, identifying clear parameters for appropriate behaviour towards each other
- Inform parents/carers and form tutors regarding any agreed actions, future steps and consequences decided upon during the Rebuilding Conversation and/or Behaviour Agreement
- Perpetrator to undertake Anti-Bullying intervention programme facilitated by relevant College Achievement Team member (first instance only) or to attend a meeting to be arranged with perpetrator's parents/carers and relevant member of SLT (repeat instance)

6. Bullying Education

It is important for students to be able to recognise bullying and time is spent within the Learning for Life and Drama curriculums as well as in Year Group Assemblies addressing these points. During these activities, students are typically encouraged to discuss and understand the feelings and actions of both the bully and the victim in order to gain greater insight into the nature of bullying.

7. Responsibilities

Students are:

- Encouraged to report conflict or bullying by speaking to their tutor or to their College Achievement Team

- Expected to provide information regarding potential conflict or bullying issues that they may be aware of
- Expected to disengage from any forms of conflict or bullying
- Expected to fully engage with all elements of the conflict resolution or anti-bullying procedures as directed by the academy

Staff will:

- Listen sympathetically and report all necessary information to the relevant members of the College Achievement Team

The College Achievement Team will:

- Swiftly investigate all suspected or reported incidents of conflict or bullying
- Utilise the school's anti-bullying and conflict resolution protocols in order to resolve incidences
- Take steps to monitor the students involved over the coming weeks

8. Sanctions

Decisions regarding sanctions will take into account:

- The severity and nature of the bullying on this particular occasion.
- Whether or not this is the first instance of conflict or bullying. If this is a repeat offence then the severity of sanction would increase.
- If a student has failed to adhere to an agreed action from a prior Rebuilding Conversation or Behaviour Agreement. If this is the case then the severity of the sanction would increase.

Parents/carers will be informed regarding the outcomes of all Rebuilding Conversations as well as regarding any possible sanctions relating to Conflict or Bullying. More serious incidents or repeated offences may lead to a Fixed Term Exclusion.

In extreme cases the School reserves the right to **permanently exclude** students.