



# Anti-bullying & Conflict Resolution Policy

North Kesteven Academy  
2021-2022



Introduction Date: Autumn Term 2021  
To be Reviewed : Autumn Term 2022

## 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:

- The repetitive, intentional hurting of one person or a group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Bullying can take many forms and can include:

- Physical assault
- Sexism and sexual harassment
- 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 behavior then this would be defined as conflict.

Sexual harassment is defined as unwanted conduct of a sexual nature which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. See section 7 for further details of processes.

Is it bullying?

- When someone says or does something unintentionally hurtful and they do it once, that is RUDE.

- When someone says or does something intentionally hurtful and they do it once, that is MEAN.
- When someone says or does something intentionally hurtful and they keep doing it even when you tell them to stop or who them that you're upset – that's BULLYING.

### 3. Academy Ethos

North Kesteven Academy's values centre around NK Cares: Community, Aspiration, Respect, Endeavour and Safe. We have high expectations of students to be involved in and contribute to our school and local community and to act in a respectful and safe way towards each other and all adults they encounter. We expect our staff to explicitly uphold these values. We understand that students need to feel safe in order to be able to learn.

### 4. Identifying and Dealing with Conflict or Bullying

Students who are being bullied or involved in ongoing conflict or those subject to sexual abuse or harassment, 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 pastoral and year staff for that student.

Once this concern has been reported then the Pastoral Team and Head of Year will conduct an investigation into the matter in order to initially identify whether it 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:

### 5. 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 initiate a Student 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 Student Agreement
- Hold conflict monitoring reviews where necessary in order to identify any other required support

### 6. 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 the Pastoral Team, referrals for counselling, anxiety interventions etc.)
- Where deemed necessary initiate a Student 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 Student Agreement
- Perpetrator to undertake Anti-Bullying intervention programme facilitated by relevant Pastoral Mentor (first instance only) or to attend a meeting to be arranged with perpetrator's parents/carers and Head of Year (repeat instance)

## 7. Sexual Abuse or Harassment

- ensure students are able to easily and confidently report sexual abuse or harassment using our reporting systems
- ensure that students are aware that any reporting of sexual abuse or harassment will be dealt with and that the academy has a zero-tolerance approach to such behaviours
- staff to be vigilant to issues that particularly affect different genders and report concerns to the Designated Safeguarding Lead who will follow the procedure as outlined in the Academy Safeguarding Policy. This may include: contacting the local authority children's social care team and following its advice as well as the police if the allegation includes a potential criminal offence. Creating a risk assessment and support plan in place for all those involved. Involve other external agencies as required and signpost for further help
- Parents / carers of both parties will be informed of the situation
- Sanctions, re-education and support packages will be made available to all parties as appropriate
- Consideration of whether there is an adaptation to our processes and Relationships and Sex Education (RSE) as a part of an on-going review related to sexual

## 8. Bullying Education

It is important for students to be able to recognise bullying and time is spent within the Learning for Life curriculum and 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. All students sign up to an anti-bullying pledge in September and on entry to the Academy. This pledge is included in their Student Diary.

## 9. Responsibilities

Students will:

- Discuss and sign an anti-bullying pledge as they enter the academy and at the beginning of every academic year.
- Report conflict or bullying by speaking to their tutor, their Pastoral Mentor or Head of Year.
- Provide information regarding potential conflict or bullying issues that they may be aware of

- Disengage from any forms of conflict or bullying
- 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 pastoral team or Head of Year

The Pastoral Team will:

- Swiftly investigate all suspected or reported incidents of conflict or bullying including sexual harassment or abuse.
- Utilise the academy's anti-bullying and conflict resolution protocols in order to resolve incidences
- Take steps to monitor the students involved over the coming weeks
- Work with other agencies, such as police, early help teams, social workers etc if necessary and as appropriate.

## 10. Sanctions

Decisions regarding sanctions will take into account:

- a. The severity and nature of the bullying on this particular occasion.
- b. 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.
- c. If a student has failed to adhere to an agreed action from a prior Rebuilding Conversation or Student 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.