



- All reported incidents of bullying will be investigated thoroughly and witness statements collected. In the case of cyber-bullying, printouts of the bullying comments will be requested from parents/carers.
- Support will be given to the victim using a range of strategies to match the situation. These might include identifying a circle of friends, sessions with Young People & Families Support Workers, supervised places at break and lunchtime, work on self-esteem, etc.
- The perpetrator will be issued with an appropriate sanction, which could be extended working days in the Supervised Learning Centre or fixed period exclusion. Repeat offenders run the risk of permanent exclusion.
- The parents / carers of the perpetrator will be invited to meet the relevant Pastoral Leader to identify why their child is behaving in a bullying manner. Where appropriate, the support of external agencies will be sought, eg Parenting Support Officers.
- Restorative Justice is the key strategy used to restore relationships broken by bullying. A Restorative Justice meeting will be held in a protective, supportive environment and will bring the victim and perpetrator together so that an agreed way forward can be identified.