



The Warriner School Protocol for Bullying and Prejudice Based Incidents

Aims/Rationale

The Governing body has a statutory obligation to implement a protocol to prevent all forms of bullying among students. The Warriner School extends this duty to prevent all forms of bullying throughout the school community and to challenge Prejudice Based Incidents (PBI).

Principles/Definitions

The Warriner School Protocol outlines what we will do to prevent and tackle bullying and PBI. The protocol has been drawn up through the involvement of the whole school community. The School has included PBI within this protocol as an isolated incident must not be overlooked simply because it does not fit a commonly held definition of bullying. Often bullying incidents will be prejudice motivated, but not always. Similarly PBI may be isolated rather than ongoing bullying. This protocol takes the position that bullying and PBI have no place in our school and will be challenged and dealt with in accordance with this protocol.

1. Our school community:

- ❖ Discusses, monitors and reviews this protocol on a regular basis
- ❖ Supports staff to promote positive relationships and identify and tackle bullying and PBI appropriately
- ❖ Ensures that students are aware that all bullying concerns and PBI will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by this protocol
- ❖ Reports back to parents/carers/guardians regarding their concerns on bullying and PBI and deals promptly with complaints
- ❖ Parents/carers/guardians in turn work with the school to uphold this protocol
- ❖ Seeks to learn from good practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹

2. Definition of bullying

The widely accepted definition of bullying is - **Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally.**

Bullying includes: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging, social media messaging and emailing; sending offensive or degrading images by phone or via the internet; producing

¹ Adapted from Bullying – Department for Education (2007) A Charter for Action, as accessed from: <http://www.northyorks.gov.uk/CHttpHandler.ashx?id=296&p=0>



offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.²

3. Forms of bullying covered by this Protocol relate to individuals' characteristics:

- ❖ Bullying related to race, religion or culture
- ❖ Bullying related to special educational needs
- ❖ Bullying related to appearance or health conditions
- ❖ Bullying related to gender identity / reassignment
- ❖ Bullying related to sex or sexual orientation
- ❖ Bullying of young carers or looked after children or otherwise related to home circumstances

This list is not exhaustive and gives examples of forms of bullying.

4. Definition of Prejudice Based Incident (PBI)

A prejudice based incident is any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to one or more of their protected characteristics, which include age, disability, faith, gender identity/reassignment, pregnancy and maternity status, race, sex or sexual orientation. This list is not exhaustive and gives examples of PBI.

5. Identifying and responding to bullying and PBI

We will:

- ❖ Work with staff and outside agencies to identify all forms of bullying and PBI
- ❖ Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience
- ❖ Consider all opportunities for addressing bullying and PBI including through the curriculum, through displays, through peer support such as Anti Bullying Ambassadors and Prefects
- ❖ Train all staff to identify bullying and PBI and follow school protocols and procedures
- ❖ Record, monitor and evaluate incidents using OCC current Anti Bullying Self Assessment forms and the templates from Governor Services web pages
- ❖ Actively create "safe spaces" for vulnerable children and young people

6. Involvement of school community

We will:

- ❖ Canvass student, parent and staff views on the extent and nature of bullying and PBI annually
- ❖ Ensure students, parents and staff know how to express worries and anxieties about bullying. Incidents should be reported to the tutor

² Adapted from DCSF, (2007) Safe to Learn, Embedding anti-bullying work in schools,



- ❖ Ensure all students, parents and staff are aware of the range of sanctions which may be applied against those engaging in bullying or PBI. These include detention, internal exclusion, fixed term exclusion or permanent exclusion depending on the severity of the incident
- ❖ Involve students and staff in campaigns to reduce bullying and PBI
- ❖ Publicise the details of helplines and websites to students using posters around the school and leaflets during national anti-bullying week
- ❖ Offer support to students and staff who have been bullied or subjected to PBI and monitor the effectiveness and outcomes of any support
- ❖ Work with students who have been bullying in order to address the problems they have

7. Liaison specifically with parents and carers

We will:

- ❖ Ensure parents/carers/guardians know whom to contact if they are worried about bullying
- ❖ Ensure parents/carers/guardians know about our complaints procedure and how to use it effectively
- ❖ Ensure parents/carers/guardians know where to access independent advice about bullying
- ❖ Work with parents and the local community to address issues beyond the school gates that give rise to bullying

8. The Warriner School's Response to incidents of Bullying and PBI

Following the report of an incident to a member of staff:

- The victim(s) will be asked to provide a statement
- The alleged perpetrator will be asked to provide a statement
- Identified witnesses will be asked to provide a statement
- The Intervention Department (ID) will consider all evidence and make recommendations regarding the next steps

Potential next steps: **There are no "fixed" next steps as no 2 incidents are entirely the same**

The steps below are for guidance and to help students/parents/carers/guardians anticipate the likely actions

- ID will liaise with the Head of Year or Form tutor
- Where possible, trained staff will use restorative approaches to resolve the incident
- Where appropriate the School will sanction the perpetrator(s)
- Sanctions may include detention, isolation or exclusion



- Wherever possible the School will seek to educate the perpetrator(s) to make them more aware of the potential harm of their actions
- Where parents/carers/guardians are informed they will be made aware of when the School has resolved the issue
- If the incident has led to a law being broken or if the incident occurs beyond school the School's Police liaison officer may be informed
- In most situations the School will contact the parents/carers/guardians of both the victim(s) and the perpetrator(s)
- All investigated incidents will be recorded on SIMs

Related Policies

This protocol links with a number of other school policies including:

- ❖ Complaints Procedure statement
- ❖ School Behaviour Policy
- ❖ Confidentiality Protocol
- ❖ Whistle blowing Protocol
- ❖ Dignity at Work Protocol
- ❖ Staff Discipline, Conduct & Grievance Policy
- ❖ Exclusion Policy

Monitoring and Evaluation

This protocol will be reviewed annually. This protocol only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

Drafted: **May 2016** **By: Assistant Head Pastoral**

Reviewed: **October 2018** **By: Head of School**

Next Review: **October 2021**

Approved by the Admissions Committee on: 8th November 2018