

Procedures for investigating and addressing potential bullying behaviour

School awareness of potential bullying incident

Investigation Stage

- Incident(s) investigated by classteacher/school leader (*including CPOMs review to determine if previous concerns raised as consideration of historical context forms part of decision-making when investigating allegations of bullying*)
- Investigation may include seeking accounts from other children (*ensure decision-makers consider the relationships between pupils when assessing the weight to be attached to accounts, where appropriate, seek a wider range of pupil voices to support balanced findings*)
- Senior Leaders informed of allegation
- Allegation, investigation and investigation outcomes recorded as 'potential bullying' on CPOMs



Poor behaviour does not meet bullying criteria

e.g. conflict, poor behaviour, relational difficulties, one-off incident

Follow School Behaviour Policy and record on CPOMs

Incident may be reported to parents, if appropriate

Classteacher and Phase Leader to monitor situation

Bullying or potential bullying identified

Meetings arranged with each set of parents

- **In attendance:** classteacher, senior leader, parent(s)
- Plan of action agreed

Actions with child being bullied may include:

- Safety plan
- Pastoral support
- Mediation
- Circle of Friends/Support group

Action with child displaying bullying behaviour may include:

- Pastoral support
- Mediation
- Outside agency referral e.g. EP, Behaviour Support, Police
- Support Plan
- Internal exclusion e.g. period off playground, removal from extra-curricular activities
- Fixed term/permanent exclusion

Regular review with children/parents until matter resolved

Ongoing Monitoring to ensure bullying behaviour does not reoccur/identify patterns of behaviour

- Ongoing monitoring by classteacher/Phase Leader
- Check with all children involved (after a few weeks and few months after matter fully resolved) and recorded on CPOMs
- Classteacher brief next classteacher on all 'Potential Bullying' and 'Bullying' incidents at Transition