

EPHS Anti-Bullying Stages



BULLYING: ' The PERSISTENT behaviour by an individual or group with the intention of verbally, physically or emotionally harming another'

BULLYING STAGES:

HOW EPHS WILL RESPOND:

STAGE 1:

Initial or minor issues within a friendship or relationship.

- 1-1 interventions by staff.
- Discussion with the relevant students for a resolution.
- Parents may not need to be informed at this stage.
- Most situations will be resolved. This judgement is made and logged by the member of staff.

STAGE 2:

Friendship and relationship based issues that extend further.

- An informal restorative conversation will be held with the student by HoY.
- Incident and conversation will be logged by HoY.
- Parents will be contacted and informed of any situation of bullying behaviours.
- School expectations will be made clear and initial minor consequences will be implemented.

STAGE 3:

Sustained inappropriate or concerning issues, where bullying may need to be considered.

- An informal restoration meeting meeting will be held by a senior member of staff or HoY.
- Parents will be informed over the phone and will receive a written record of all behaviours and steps taken so far.
- Further consequences will be applied in line with EPHS code of conduct.

STAGE 4:

Sustained bullying behaviour is now the likely cause.

- A formal meeting will be held with the bullies parents to inform them of their child behaviours and the impact of those behaviours.
- Anti-Bullying contract considered and consequences are issued.
- The seriousness of continued bullying behaviours outlined ot pupil and parent.

STAGE 5:

Sustained bullying behaviours.

- An Anti-Bullying contact will be required, and a support plan must be put in place for the bully - as previous steps have not been successful.
- HoY and senior staff to Implement more severe and impactful consequences.
- Consequences like internal Exclusion and Suspension will be considered.