

United Against Bullying School Case Study: Addressing bullying while ensuring responsibility from the perpetrator

How Ormiston Meridian Academy supported a pupil who was being bullied while also ensuring the perpetrator was taking responsibility for their actions

Context of our anti-bullying work

A SEN Child with ASD came to the Anti-Bullying Peer Led space at break to report she had received bullying messages and just encountered an issue in the toilets with the same pupil. This pupil had targeted her previously.

What we hoped to achieve

- To resolve the incident as quickly as possible.
- To address the repeated nature of the behaviour
- To support the perpetrator in taking responsibility and becoming aware of the effect of their behaviour.
- To offer a safe space to the young person being bullied.

The action we took

- The ASD child wrote a witness statement that detailed what happened and how the incident has made her feel. This was completed in the ASD support area with a TA to supervise and keep the young person safe.
- The DSL collected the perpetrator who was taken out of student circulation and a statement was completed. The pastoral manager completed our CPOMS Log and bullying form to upload to CPOMS.
- Information by bystanders identified was taken and another student gave a statement to another member of staff as they had gone to report it independently.
- Parents of both parties were contacted and with parental permission we discussed sanctions, and both agreed a restorative conversation and mediation should take place.
- Staff trained mediator explained how mediation would take place to both students.
- Both students consented to mediation and a restorative conversation.

- The perpetrator and bully took part in this, and the perpetrator agreed in setting SMART Targets including writing a letter of apology and a program called Strengthening Minds (Behaviour) to address the bullying behaviours.
- Parents of the perpetrator came in for a bullying meeting as the repeated incident escalated this in our policy.
- The child who had been bullied was offered support for mental health and wellbeing. The Therapy Dog was selected by the victim and actioned.
- This was followed up 2 weeks later and no recurrence had taken place.
- This was monitored 4 weeks on, and no reoccurrence had taken place.

Impact and outcomes of the work

The response to this report was immediate and actions and communication with home were done the same day. The mediation and restorative conversation took place a day later to let the victim regulate emotion and recover.

All parents were supportive and appreciated the speedy and supportive response to both parties, taking an educational response to try to change perpetrator behaviour.

What we have learned

The incident show procedures are robust and effective.