



Ki + Va
Kiusaamista Vastaan

Against
bullying

KIVA STAGES



Bryn Elia

Initial Intervention

- Phone call home with perpetrator
- Restorative conversation

Stage 1

- Kiva contract signed by pupil, parent/carer and school
- Meeting with parent/carer and Learning Manager
- Bullying workshop from pastoral team
- Stage 1 sanctions e.g. Detentions

Stage 2

- High level sanction
- Meeting with parent/carer and Learning Manager and AHT
- Bullying workshop from School Police officer
- Stage 2 sanctions e.g. Referral/Internal Exclusion

Stage 3

- Severe Sanction
- Meeting with parent/carer and AHT/DH
- Timetable may be changed, in school adaptations possible
- Stage 3 sanctions e.g. External Exclusion

Stage 4

- Perpetrators placed at YBE is in extreme doubt
- Meeting with parent/carer and Headteacher
- Stage 4 sanctions e.g. PSC placement, Managed transfer

**Sanctions are not prescriptive, they will depend on a range of factors*