Anti Bullying Policy

PENKRIDGE MIDDLE SCHOOL

Devised and implemented: September 2023

Next review: September 2024

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PENKRIDGE MIDDLE SCHOOL ANTI-BULLYING POLICY

1. Statement of intent

Penkridge Middle School and its Governors are committed to providing a caring, friendly, and safe environment so that all adults can work, and all pupils can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell someone. Once we know about a situation, we can act on it quickly and effectively.

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2. What is Bullying?

Bullying can be defined as "Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe". (Diana Award Training December 2019)

Bullying is not a single unkind incident or repeated friendship fall-outs.

Bullying can be:

- **Emotional**: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Physical**: pushing, kicking, hitting or using violence.
- **Racist**: racial taunts, inappropriate jokes, graffiti and gestures.
- **Sexual**: unwanted physical contact or sexually abusive comments / gender-based violence / sexual harassment.
- **Homophobic/Biphobic**: discriminating against someone because of their sexual orientation.
- **Verbal**: name-calling, sarcasm, spreading rumours and teasing.
- **Cyber**: all areas of social media, such as posting threatening or personal comments / images / videos about someone.
- **Transphobic**: founded on gender identity.
- This list is not exhaustive.

Bullying can be pupil to pupil, teacher to pupil, pupil to teacher or teacher to teacher.

3. Why is it Important to Respond to Bullying?

The effects of bullying can be damaging in a physical, emotional and mental way. Bullying can also cause upset and withdrawal. Bullying can also affect the learning of pupils and the environment in which we all work. No one deserves to be subject to bullying in any way. Everybody has the right to be treated with respect. We celebrate 'difference' at Penkridge Middle School and encourage pupils and staff to express their individuality in varied and creative ways. Pupils who display bullying behaviour will be supported to amend their behaviour.
Bullying at Penkridge Middle will never be excused as 'banter'.

We **ALL** have a responsibility to respond promptly and effectively to issues of bullying.

4. Responsibilities of the Headteacher

- Disseminate the policy to the whole school community via a link on the school website.
- Implement the policy effectively.
- Train staff and raise awareness.
- Monitor, review and evaluate the effectiveness of the policy.
- Report to the governors on request.
- Liaise with the Local Authority and Local Governing Committee to ensure that the best practice is shared effectively

5. Responsibilities of the Local Governing Committee

- Support the Headteacher.

- Help to build positive and supportive relationships with parents through mutual understanding and trust.
- Liaise with the Local Authority to ensure that the best advice is available and that the school policy is in line with both National and Local guidelines.

6. Responsibilities of all PMS Staff

- Take all reports of bullying seriously and respond to each incident accordingly.
- Inform the Pastoral Support Manager of any concerns/incidents regarding bullying and any actions taken.
- Pastoral Staff/SLT will take appropriate action of any intervention/prevention strategies /programmes to support both the pupil who is being bullied and the pupil who is bullying.
- Log all bullying incidents on class charts.
- Parents of **both** the pupil being bullied and the pupil bullying should be contacted by the member of staff dealing with the incident as soon as possible.
- Ensure that you also consider guidelines in the Behaviour, Safeguarding and Equality/Diversity Policies.
- The school operates a conflict resolution approach so that solutions and support required are provided to all children, as well as relevant sanctions being applied.

7. Responsibilities of Parents/Carers

- Inform school of concerns raised by their child.
- Support key messages being given to their child and where appropriate attend meetings and contribute in a positive manner.
- Monitor their child's use of the internet and social media regularly (if their child uses social media).
- Every incident will be dealt with sensitively.
- Discourage your child from retaliating.
- Discuss with your child that a 'fall out with friends' is not always bullying.
- Support the school where sanctions have been applied to pupils who are responsible for bullying others.

8. Responsibilities of Pupils

- Take responsibility for their own behaviour and actions and treat one another with mutual respect and kindness.
- Report any incidents of bullying to their Form Teacher / Parent or Carer and/or Pastoral Support Manager or member of SLT.
- Report any incidents that have occurred over social media sites.
- If you are concerned about the safety and wellbeing of yourself or anyone else, you can speak to **any** member of staff, but our school's **DESIGNATED SAFEGUARDING LEAD IS MR GROCUTT** and our Deputy Designated teachers are Mrs Howes, Mr Cole, Mr Meredith and Mrs Williams.

9. Bullying outside of school

If the school becomes aware of any bullying issues outside of school, during term time or school holidays, the school will encourage pupils and parents to contact relevant agencies i.e. Police, Children's Services and CEOP (Child Exploitation and Online Protection).

The School **may** discipline a pupil in accordance with our own Behaviour and Safeguarding Policies, if the misbehaviour poses a risk to a pupil and the reputation of the School.

10. School actions to prevent bullying

At Penkridge Middle School, we have a range of interventions in order to support the pupil being bullied and educate the pupil who is bullying. We acknowledge that all children can make mistakes and we are committed to working with our pupils in order to prevent and stop bullying.

- Investigating all allegations of bullying with or without parental consent.
- Assemblies.
- PSHE programme.
- National Anti-Bullying week supported annually with assemblies, activities and publicity.
- Form time discussions & activities to raise awareness.
- E-Safety Policy.
- Mediation.
- Student Leadership team & wellbeing warriors to support younger students to speak out.
- Staff training in safeguarding training.
- Behaviour Policy.
- Safeguarding Policy.
- School Council and student voice survey.
- Outside agencies are invited in to give the school specific advice and support.

Our Pastoral Support Manager does extensive work, dealing with, resolving and educating to prevent bullying, particularly after incidents.

11. Responses to bullying

Sanctions may include:

- Parents informed about behaviour of their child.
- Withdrawal from lessons.
- Mediation between pupil being bullied and pupil who is bullying.
- Lunch time/after school CARE sessions.
- Isolation.
- Parental Meetings.
- Outside agencies informed to support where appropriate.
- Fixed-term suspension or permanent exclusion.
- (NB: This list is not exhaustive)

12. Working with pupils who have been bullied

- Time Out cards / Early movement cards.

- Mediation.
- Support building friendships.
- Check-in and/or monitoring with trusted staff.
- Parental support and involvement.
- (NB: This list is not exhaustive)

13. **Working with the person who has shown bullying behaviour**

- Education of their actions.
- Tracking of behaviour.
- Mediation.
- Parental support and involvement.
- (NB: This list is not exhaustive)