

# Anti Bullying Policy



PENKRIDGE MIDDLE SCHOOL

Devised and implemented: September 2026

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## **1. Statement of intent**

The school is committed to providing a safe, caring, inclusive and respectful environment where every pupil is valued and treated with dignity. Bullying of any kind is unacceptable and will not be tolerated. We believe that all members of our school community have the right to learn, work and develop free from fear, harassment, discrimination or intimidation. We actively promote kindness, respect, equality and positive relationships and expect all members of the school community to uphold these values.

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.

## **2. What is Bullying?**

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying may take many forms, including physical aggression, verbal abuse, social exclusion, intimidation, spreading rumours, cyberbullying, and prejudice-based bullying relating to a person's race, religion, disability, special educational needs, sex, gender reassignment, sexual orientation or other protected characteristic. The school recognises that some one-off incidents may be serious and harmful; however, bullying is generally characterised by repeated behaviour and an imbalance of power that makes it difficult for the victim to defend themselves.

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

Bullying is not a single unkind incident or repeated friendship fallouts.

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**

The Headteacher has overall responsibility for ensuring the effective implementation of this policy. Day-to-day oversight may be delegated to members of the Senior Leadership Team, the Designated Safeguarding Lead (DSL), pastoral leads and other appropriate staff. All staff share responsibility for preventing and addressing bullying and for ensuring concerns are dealt with promptly and effectively. Governors will monitor the effectiveness of the school's anti-bullying arrangements through regular review and reporting processes.

- 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**

The Governing Body is responsible for ensuring that the school has effective procedures to prevent and address bullying, and for monitoring the implementation and impact of this policy. Governors will receive appropriate information to enable them to evaluate the school's anti-bullying arrangements and fulfil their statutory responsibilities.

- To support the Headteacher
- Help to build positive and supportive relationships with parents through mutual understanding and trust

#### **6. Responsibilities of all PMS Staff**

All staff have a responsibility to promote a culture of respect, to model positive behaviour and to challenge and respond appropriately to bullying concerns. Staff must take all reports of bullying seriously, record concerns in accordance with school procedures and ensure that pupils receive appropriate support. Pupils are expected to treat others with respect, avoid behaviours that may cause harm or distress, report any incidents of bullying they experience or witness, and support a culture where bullying is not accepted.

- 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 ClassCharts
- 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**

Parents and carers play an important role in helping the school prevent and address bullying. They are encouraged to promote positive relationships and respectful behaviour, discuss concerns openly with their child and report any concerns about bullying to the school at the earliest opportunity. Parents and carers are expected to work in partnership with the school to support investigations, reinforce agreed actions and encourage their child to engage positively in any restorative or supportive measures.

- 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 Cole** and our Deputy Designated teachers are Mr Grocutt, Mrs Howes, Mr Meredith, Mrs Grosvenor 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 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 to prevent and stop bullying.

The school adopts a proactive approach to preventing bullying. Through our curriculum, including PSHE, Relationships Education, assemblies, form time and online safety education, pupils are taught about respectful relationships, diversity, inclusion and how to recognise and respond to bullying. The school promotes pupil wellbeing through positive behaviour strategies, effective supervision, staff training, pupil voice activities and opportunities for pupils to discuss concerns. Anti-bullying messages are reinforced throughout the school year and adapted to address emerging issues and risks.

Pupils, parents/carers and staff are encouraged to report bullying concerns as soon as possible. Reports will be taken seriously and investigated promptly by an appropriate member of staff. The school will gather information from those involved, consider all available evidence and determine appropriate actions and support measures. Where necessary, information will be shared with relevant staff to ensure pupils are appropriately supported and protected.

- 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.
- Outside agencies are invited in to give the school specific advice and support.

## **11. Responses to bullying**

The school recognises that incidents of bullying vary in nature and severity and, therefore, responses will be proportionate to the circumstances of each case. Factors considered will include the age and understanding of the pupils involved, the frequency and seriousness of the behaviour, the impact on those affected, any safeguarding concerns and whether previous incidents have occurred. Responses may include restorative approaches, educational interventions, support plans, parental involvement, behaviour sanctions and, where necessary, involvement of external agencies.

### **Examples include:**

- Parents informed about the behaviour.
- 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. Supporting the victim and the perpetrator**

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

### **Working with the victim**

- 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

### **Working with the perpetrator**

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

### **13. SEND and Additional Vulnerabilities**

When investigating incidents and determining appropriate responses, the school will consider the individual needs, vulnerabilities and circumstances of the pupils involved. Consideration will be given to pupils with special educational needs and disabilities (SEND), social, emotional and mental health needs, communication difficulties or other additional vulnerabilities. Reasonable adjustments and appropriate support will be provided where necessary to ensure that all pupils are treated fairly and can fully engage in the school's processes and interventions.

### **14. Generative Artificial Intelligence (AI)**

Artificial intelligence (AI) tools are increasingly accessible. The school recognises that AI can support learning and innovation but may also be misused to bully, harass or intimidate others. Examples may include the creation, manipulation or sharing of AI-generated images, videos, audio recordings or text designed to embarrass, threaten, impersonate or cause harm to another person, including the creation of so-called "deepfakes". Any misuse of AI technology to bully, harass or victimise another member of the school community will be treated as a serious matter and addressed in accordance with this policy, the Behaviour Policy, Online Safety Policy and Safeguarding Policy.



# Anti-Bullying Policy

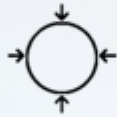
## Bullying is...

'Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe'

Diana Award 2019



### Consequences of bullying behaviour:



- Withdrawal from lesson
- Withdrawal from social time
- Issues talked through between pupils
- Parent/Carer involvement
- CARE sessions
- Reports
- Internal isolation
- External isolation
- Suspension
- Permanent exclusion

### Actions to deal with bullying:



- Assemblies
- PMS Way behaviour curriculum
- Speak out culture – 'Telling school'
- Anti-bullying week and activities
- Pastoral support manager
- PSHE program
- Staff behaviour CPD
- Student voice
- Parent voice

### Types of Bullying:



- Emotional
- Physical
- Racial
- Sexual
- Homophobic / Biphobic
- Verbal
- Cyber
- Transphobic

Dealing with bullying is the responsibility of **EVERYONE**

#### Headteacher responsibilities

- Make sure everyone in school knows this policy
- Train the staff and raise awareness

#### Staff responsibilities

- Take all reports seriously
- Take action where needed
- Record all concerns
- Inform parents/carers where necessary

#### Pupil responsibilities

- Think about their behaviour choices
- Report any issues

#### Parent & carer responsibilities

- Speak to school if there is a problem
- Support the school
- Check their child's technology
- Trust things will be dealt with
- Tell children not to retaliate

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> 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.

