



**PENKRIDGE MIDDLE SCHOOL & WOLGARSTON COLLABORATION**  
**JOINT STATEMENT ABOUT BULLYING**

<b>POLICY NUMBER &amp; CATEGORY</b>	School - 01	
<b>VERSION NO &amp; DATE</b>		Date 2016
<b>RATIFYING COMMITTEE</b>	Governing Body	
<b>DATE RATIFIED</b>		
<b>ANTICIPATED REVIEW DATE:</b>		
<b>POLICY LEAD</b>	Chair of Governors & Headteacher	
<b>POLICY AUTHOR</b> (if different from above)	SCC	
<b>FORMULATED VIA</b>	Committees involved:	

## Wolgarston Collaboration Joint Statement about Bullying

- **Bullying is wrong and will not be tolerated in any of the Wolgarston Collaboration schools.**
- All schools in the Collaboration work individually and together in an effort to provide a safe and secure environment for both children and adults.
- Bullying is defined as premeditated hurtful behaviour, targeted at an individual or a particular group over a period of time.
- Bullying can hurt another child both physically and/or emotionally. It could be difficult for those being bullied to defend themselves.
- A 'fall out with friends' is common and is not always bullying.
- Some children can react, often without thinking, which also can cause emotional or physical distress.

## PENKRIDGE MIDDLE SCHOOL ANTI-BULLYING POLICY

### **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. In terms of staff, both the school and the LA treat bullying among their employees as a potential disciplinary matter. 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. PMS is committed to the Staffordshire anti-bullying pledge scheme which is a public commitment to help prevent and respond to bullying. PMS is a PLEDGE PLUS school. This means that we are recognised as taking clear steps to respond to any incidents.

### **Objectives of this Policy**

- All governors, teaching and support staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and support staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

- At PMS we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will **not** be tolerated.

This policy links with our Behaviour, Equality & Diversity and Safeguarding Policies and complies with the Equality Act 2010 / Public Sector Equality Duty (from April 2011).

Penkridge Middle School and its Governors recognise its legal responsibility for preventing and tackling bullying as referred to in the Education Act 2002, the Education and Inspections Act 2006 and the Equalities Act 2010.

### **What is Bullying?**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It is not a single unkind incident or teasing or repeated friendship fall-outs.

Bullying can be:

- Physical - pushing, kicking, hitting, punching or any other use of violence.
- Verbal - name calling, spreading rumours, prolonged teasing, sexual, sexist or homophobic comments.
- Racist or prejudiced - insulting racist or prejudiced remarks, gestures.
- Emotional - being very unfriendly, excluding, tormenting (e.g. hiding books, property, threatening gestures).
- Cyber - All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities.
- It can be pupil to pupil, teacher to pupil, pupil to teacher or teacher to teacher.

Penkridge Middle School and its Governors recognise its responsibility to respond to bullying which may take place outside the school premises such as on the way to/from school, educational visits including residential trips, school clubs and cyber-bullying. (See Behaviour Policy for guidance re incidents out of school).

### **Why is it Important to Respond to Bullying?**

Bullying hurts. The effects can be damaging in a physical and emotional/mental way, can cause upset and withdrawal. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. We celebrate 'difference' at PMS and encourage pupils and staff to express their individuality in varied, creative ways. Pupils who are bullying need to learn different ways of behaving. Verbal bullying cannot be excused as 'just banter.'

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

### **Responsibilities of all PMS Staff**

- Deal with the incident yourself if appropriate, ensuring that you inform the class teacher using yellow/salmon form as appropriate.
- If it is more serious or appropriate to pass on: ensure that the class teacher/ Key Stage Leader/Pastoral Support Assistant is informed as soon as possible on the same day so that the incident can be dealt with promptly and effectively (ensure that you still record the incident on a form).
- The person dealing with the incident should ensure that they listen to both the victim and the bully and possibly other staff/pupil witnesses before they take action. If dealing with cyber bullying it may be useful to obtain a hardcopy as evidence.
- Parents of **both** the bully and victim should be contacted via the organiser, phone or a face to face meeting depending on the seriousness of the incident.
- Ensure that the action taken against the bully shows both the bully and victim that this behaviour is not acceptable. E.g. a written or verbal apology (ensure that the victim is comfortable with this), if possible the pupils should be reconciled, lunchtime or afterschool detention given for the bully, or an exclusion if it is very serious. Support may be appropriate for the victim or in some cases both the victim and bully.
- Ensure that you also take into account 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.

### **Responsibilities of Parents/Carers**

- Watch for signs of distress in your children e.g. unwillingness to attend school, feigning illness, stops eating, request for extra money for no reason, bruising, is afraid to use the internet or mobile phone or is nervous when a cyber message is received.
- Discuss how playtime/lunchtime is spent and the journey to and from school.
- Inform the school if you have any concerns and see the member of staff who may have dealt with an incident on your child's behalf. Once we know about a situation, we can act on it.

- Be aware (perhaps keep a written record) of any relevant information to help the school prevent and tackle bullying.
- Work supportively with staff to provide support for your child inside and outside school.
- Encourage your child to make friends.
- Discourage your child from hitting back. It will only make matters worse and will place them in a difficult position.
- Explain to your child that a 'fall out with friends' is common and part of growing up and is not always bullying. However, encourage your child to seek help from teachers if they have argued with friends and require some mediation support.
- Support the school where sanctions have been applied to pupils who are responsible for bullying others.

### **Responsibilities of Pupils**

- If you are being bullied or you know/suspect someone else is being bullied (this includes cyber bullying) you **must tell** someone at school or home as soon as possible. (Please make it clear if you only suspect something).
- You should not say anything nasty back or be violent back.
- Once a situation has been dealt with try not to hold a grudge against that person but always tell a teacher straight away if the problem continues.
- If the problem is cyber-bullying, don't reply, get a print out and block the person if possible, as well as reporting the problem.
- Remember it is normal to sometimes fall out with friends. This is not bullying. Try to sort this out by talking sensibly, ask a teacher or parent to help you sort it out if you feel that it is getting out of hand.
- 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 TEACHER IS MR WEST and our Deputy Designated Teachers are Mrs Frost and Mrs Hodson. They will always listen to your concerns.

### **Responsibilities for School Governors and Senior Leadership Team**

- Ensure that pupils, parents and adults in school know that bullying is completely unacceptable.
- Ensure that Governors, parents, pupils and staff know the procedures used to prevent bullying.
- Ensure that behaviour & bullying is monitored effectively in school and is reported to the Governors and Head Teacher.
- Ensure that strategies are in place to support the bullied and deter the bully.
- Ensure that the curriculum is an instrument for combating bullying.
- Set up procedures for dealing effectively with specific complaints from parents.

- Ensure that the Police are informed if any serious physical attack has taken place on school premises.
- Ensure that this policy is reviewed annually by and is easily accessible for the school community (on the school website).

### **School actions to prevent bullying**

- Bullying is covered as a topic in assemblies, PSHE and SEAL work throughout the school.
- Positive play is encouraged during break and lunchtime through 'Playit'.
- Buddies and other designated pupils work with Y5 in a supportive manner.
- Pupils and staff are consulted about their views on bullying through questionnaires, review the policy annually via the School Council and school website and the outcomes are always acted upon.
- Outside agencies are invited in to give the school specific advice and support.
- Our Pastoral Support Assistants do extensive work, dealing with, resolving and educating to prevent bullying, particularly after incidents.
- National Anti-Bullying week supported annually with assemblies, activities and publicity in l'hebdo.
- The school is committed to the Staffordshire County Council anti-bullying pledge scheme.

### **Cyber Bullying**

- Penkrige Middle School and its Governors recognize the importance of preventing cyber bullying and responding to it quickly and efficiently when it does occur.
- E-safety is an important and recurring element of the ICT curriculum. Pupils are made aware of good practice to stay safe on-line, the school reporting procedures (tell any member of staff) and the action to take in the event of cyber bullying, including the involvement of the Police where necessary.
- This is reinforced with assemblies, themed weeks and outside visitors presenting up-to-date information. Information for parents and pupils is printed in the school organizer.
- Key ICT, Pastoral and Safeguarding staff are kept up-to-date with training from recognized, approved authorities. ICT staff then train other staff at Inset sessions, briefings and staff meetings to keep abreast of current developments.

**Monitoring, evaluation and review**

The school will review this policy every year as part of our commitment to the Staffordshire anti-bullying pledge.

This new policy is based on our existing policy, comments from School Council and some sections of the Kidscape policy in addition to the Joint Wolgarston Collaboration Statement. R West October 2016