



Penistone Grammar School

Policy Statement:
**Anti-Bullying
Policy**

Never Stop Flying

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This policy was reviewed in **February 2021** and has been approved for implementation by the Governing Body on the date as signed below:

Principal

Dated: _____

Chair of the Governing Body

Dated: _____



1. Overview

In this school bullying and any other forms of intimidation such as racism, sexism and homophobia will not be tolerated.

All will treat others with kindness and respect, and all will care well for each other. All will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly to intervene if there are any signs or reports of bullying. At Penistone we foster a culture based on our five core values, most notably in relation to anti-bullying of 'Being Brave' (to report and tackle bullying).

2. Definition

We define bullying as repeated behaviour that make an individual feel uncomfortable or threatened whether this is intended or not.

Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group which is directed towards a less powerful person or group that is intended to cause harm, distress or fear.

Bullying can take many forms and may fall into the following categories:

- Verbal or written abuse – name calling, teasing, insulting, swearing, writing unkind notes
- Physical – threats, assault and displays of aggression
- Sexual harassment – unwelcome or unreciprocated conduct of a sexual nature
- Homophobia – hostile behaviour towards students relating to gender and sexuality
- Discrimination – treating people differently because of their identity
- Cyber – either online or via mobile phone

School advises students/parents/carers to record all incidents and report them as they happen as this supports a swift and speedy solution.

3. School Objectives

- To ensure that all feel safe and free from bullying and intimidation
- To build an ethos where learners feel safe, free from threat and intimidation
- To promote good relationships where all are treated well and where learners care for each other
- To act promptly and effectively at the first sign of bullying
- To encourage learners and parents to report any attempted bullying
- To protect and reassure any victims of bullying
- To have effective sanctions to deter bullying and to have successful strategies to reform those who have bullied
- To make this a happy school that is free from bullying
- To discuss, monitor and review our anti-bullying policy on a regular basis
- To support staff to promote positive relationships and identify and tackle bullying appropriately
- To ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy
- To report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant organisations when appropriate

4. Group Objectives

For students who experience bullying that:

- They are heard
- They know how to report bullying and get help
- They are confident in the school's ability to deal with the bullying
- Steps are taken to help them feel safe again
- They are helped to rebuild confidence and resilience



- They know how they can get support from others

For students who engage in bullying behaviour:

- Sanctions and learning programmes hold them to account for their behaviour and help them to recognise the harm they have caused
- They learn to behave in ways which do not cause harm in future, because they have developed their emotional skills and knowledge
- They learn how they can take steps to repair the harm they have caused

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5. Signs of Bullying

The below list is not exhaustive and gives guidance from the NSPCC:

- Belongings getting “lost” or damaged
- Physical injuries such as unexplained bruises
- Being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- Not doing as well at school
- Asking for, or stealing, money (to give to a bully)
- Being nervous, losing confidence, or becoming distressed and withdrawn
- Problems with eating or sleeping
- Bullying others

6. Strategies

- We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
- All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
- Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
- Every allegation of bullying will be investigated and followed up.
- Any victim of bullying will be well-protected immediately and in the future.
- Any allegations of bullying will be reported to the relevant members of staff.
- RSC and SMSC (in mentor time) will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable, and that the victim must always report it to parents, staff or friends.
- We will use the school’s consequences and rewards strategy to reinforce this anti-bullying policy.
- Learners and their parents will be made aware of this policy.
- The parents of all concerned will be informed when relevant and involved in any reported incident and will be expected to support this school policy.
- Use CCTV, in line with the CCTV policy, to identify trouble spots and students involved in bullying.
- Using in-school guidance support to counsel bullies and develop self-esteem, including use of Thrive based practice.
- Using assemblies, collective learning and mentor time to deliver anti-bullying messages.
- Addressing bullying issues through the CPD programme as appropriate with staff.
- Using teaching methods that encourage group and co-operative working, and by using a variety of groups in order to extend working relationships and friendships for the students.
- Working with outside agencies including specialist groups to develop strategies to use with both bullies and victims.
- Using restorative practice in the first instance to support students.



7. Anti-Bullying Procedure

- When an incident of bullying is reported to a mentor/teacher/member of associate staff the Student Support Officer (SSO) will be informed
- The SSO can only act upon incidents which have been reported
- The SSO will investigate the incident(s) and take statements from all students involved (if appropriate)
- The SSO may ask the Achievement Mentor to support in the first instance
- The SSO will keep a log of all incidents which are reported
- The SSO will inform/involve the Head of Behaviour Support if they feel appropriate
- The SSO will inform parents if they feel appropriate
- The SSO/Head of Behaviour will always try restorative practice, when appropriate, in the first instance
- The SSO/Head of Behaviour will issue a sanction which reflects the seriousness of the incident. The school does not accept bullying in its school community and the sanction will reflect this
- The SSO/Head of Behaviour may invite parents into school and will offer to mediate between students
- The incident will be formally logged, and further incidents will result in further sanctions

8. Outcomes

This school will have a warm, friendly, welcoming, and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

9. Monitoring and Review

This policy is reviewed [tbc] by the governing body.
The schedule review date for this policy is [tbc].





Penistone Grammar School

Achieving Excellence through a Values Driven Education

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