

**PSJP08**

# **Penistone St John's Primary School**

## **Anti-Bullying Policy**



**Approved by:**

Governors

**Date:** Summer 2026

**Last reviewed on:**

Summer 2026

**Next review due by:**

Summer 2027

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## Rationale

Penistone St John's Primary School is committed to inclusion, equality and justice. We believe that bullying behaviour is unacceptable in all forms.

We recognise that when bullying is identified and addressed effectively, pupils feel safe, valued and able to thrive. Our aim is to create a caring, respectful school community where everyone feels they belong.

This policy should be read in conjunction with the school's **Behaviour Policy**.

## Aims

At Penistone St John's Primary School, we aim for:

- All children to feel safe and able to learn, play and enjoy the company of others
- All children to be treated fairly, with respect and dignity
- All staff to listen carefully to pupils and take their concerns seriously
- An inclusive environment where pupils with Special Educational Needs and Disabilities (SEND) receive personalised support and feel as safe as all other members of the school community

## What Is Bullying?

Bullying is **repeated, intentional behaviour** that hurts another person or group physically or emotionally. It involves an **imbalance of power**, which makes it difficult for the victim to defend themselves.

Bullying may be:

- **Emotional:** excluding, intimidating, humiliating, or threatening behaviour (e.g. hiding belongings)
- **Verbal:** name-calling, teasing, spreading rumours, persistent criticism
- **Physical:** hitting, kicking, pushing, or other forms of violence
- **Online (cyberbullying):** sending unkind messages or posting harmful content via phones, apps or social media
- **Sexual:** unwanted physical contact or inappropriate comments

Bullying may also be **prejudice-based**, including:

- Racist bullying
- Homophobic or gender-based bullying
- Bullying related to disability, appearance, religion or family background

(See also the school's Anti-Racist Policy.)

## Why It Is Important to Respond to Bullying

Bullying causes harm and distress. No child deserves to be bullied and all pupils have the right to feel safe and respected.

We also recognise that pupils who display bullying behaviours need support to change their behaviour.

The school has a duty to respond **promptly, consistently and effectively** to all incidents of bullying.

### **Disability and Vulnerability**

Research shows that some pupils, including those with SEND, may be more vulnerable to bullying.

At Penistone St John's Primary School:

- Staff are trained to recognise vulnerability
- Pupils are carefully supported and monitored
- Opportunities are provided for pupils to express their feelings
- Targeted interventions (e.g., Thrive) are used to develop emotional literacy

### **Objectives**

- Bullying will not be tolerated
- All members of the school community will understand what bullying is
- Staff will follow the agreed procedures when bullying is reported
- Pupils and parents will know how to report concerns and what action will be taken
- All reports of bullying will be taken seriously

### **Signs and Symptoms**

A child may show signs that they are being bullied. Staff should be alert to changes such as:

- Reluctance to attend school or travel independently
- Changes in behaviour (withdrawn, anxious, lacking confidence)
- Deterioration in schoolwork
- Unexplained injuries or damaged belongings
- Missing possessions or requests for extra money
- Difficulty sleeping or frequent illness
- Changes in eating habits
- Becoming aggressive or bullying others

These signs may indicate other concerns; however, bullying should always be considered and investigated.

### **Procedures**

1. Bullying incidents should be reported to any member of staff
2. Incidents will be recorded on CPOMS
3. Parents will be informed where appropriate
4. In serious cases, external agencies (including the police) may be involved
5. Incidents will be investigated promptly and thoroughly
6. Support will be provided for all pupils involved, including those displaying bullying behaviour

## **Outcomes**

Depending on the situation:

- Pupils may be required to apologise and reflect on their behaviour
- Appropriate consequences will be applied in line with the Behaviour Policy
- In serious cases, suspension or exclusion may be considered
- Restorative approaches will be used where appropriate
- All cases will be monitored to ensure the bullying has stopped

## **Prevention**

We actively work to prevent bullying through:

- Clear school and classroom rules
- Regular PSHE/RSHE and circle time discussions
- Assemblies and curriculum work on respect and relationships
- Role-play and scenario-based learning (e.g. Kidscape resources)
- Encouraging pupils to speak out and seek help
- Promoting a culture of kindness and inclusion
- Ongoing staff training

## **Responding to Incidents**

Staff will:

1. Never ignore suspected bullying
2. Avoid making assumptions
3. Listen carefully to all parties involved
4. Take a calm, problem-solving approach
5. Follow up to ensure the behaviour has stopped

## **Working with Parents**

We value strong partnerships with parents and carers.

If a parent believes their child is being bullied:

- Concerns will always be taken seriously
- The first point of contact is the class teacher
- Staff will listen calmly and respond with empathy
- The school will explain actions taken and follow agreed procedures

If concerns remain, parents should contact the Headteacher in line with the school's complaints procedure.

## **Monitoring and Evaluation**

This policy will be regularly reviewed by the Headteacher, SENDCo and staff through:

- Analysis of CPOMS records
- Pupil voice (e.g. discussions, circle time)

- Playground observations
- Group or individual pupil interviews

**HELP ORGANISATIONS.**

Children's Legal Centre

02077130089

KIDSCAPE (Parents Helpline, Mon-Fri 10-4)

020 7730 3300

Parentline Plus

0808 8002222

Youth Access

02967126

Childline

0800 1111

<https://www.nationalbullyinghelpline.co.uk>