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Partnership



Picknalls Anti-Bullying Policy 2026-2027

We want Picknalls First School to be a place where everyone can feel secure. We feel that it is everyone's responsibility to ensure that bullying is not tolerated.

This policy was approved as follows:

Approver:	PFS Governors	Date:	Autumn 2026
Owner:	Picknalls 1st School	Version:	4
LAC adoption date:	October 26	Review frequency:	1 years
Status:	Active	Next review date:	Autumn 2027

This policy applies to all School Academy staff, pupils and parents.

Document History

Version	Version Date	Author	Summary of Changes
V2	19.12.2024	A Derry	Policy reformatted using new template and Trust name change updated. No material changes to policy content; Governance review not required.
V3	2.09.2025	A Jones	Annual review of policy
v4	11.09.2026	A Jones	Annual review of policy



PICKNALLS FIRST SCHOOL

ANTI-BULLYING POLICY – SEPTEMBER 2026

We want Picknalls First School to be a place where everyone can feel secure. We feel that it is everyone's responsibility to ensure that bullying is not tolerated.

All staff, visitors and governors should all be involved and aware of our policy.

Aims of the School

- 🌱 Staff and Governors at Picknalls First School are committed to providing a high quality of learning.
- 🌱 This will be achieved by encouraging pride through achievement while striving for, and celebrating, high educational standards.
- 🌱 It will be supported by giving pupils equality of access to a broad, balanced and stimulating curriculum.
- 🌱 It will be reinforced by expecting good standards of behaviour where children and adults show respect, understanding and tolerance for others.
- 🌱 It will take place within a caring and happy environment where everyone feels safe, secure and valued.
- 🌱 It will be realised by using resources effectively and efficiently.

Through this commitment we aspire to fostering adaptable individuals able to adjust to living as a member of a larger community supporting one another and always remembering that:-

achieve believe care

Rationale

Everyone at Picknalls First School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at Picknalls First School.

What is bullying?

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone. This also includes cyber bullying or peer on peer abuse.

The school works hard to ensure that all pupils know the difference between bullying and simply “falling out”.

Our Anti-Bullying Policy has the following aims:

Our aims and objectives in formulating this statement are: -

-  To reduce and eradicate wherever possible instances in which pupils are subjected to bullying
-  To establish appropriate means of providing after-care should an incident of bullying occur
-  To ensure that all pupils and staff are aware of this Policy and fulfil their obligations to it

Actions to Tackle Bullying

Prevention is better than cure so at Picknalls First School we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by all staff members. A record will be kept of incidents on ‘My Concern’ by whichever staff are involved in the disclosure. Older pupils may be asked to write a report themselves. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Headteacher. If bullying includes racist abuse, then it should be reported through ‘MyConcern’ and then reported to the local authority through the portal.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. We reinforce behaviour expectations constantly through whole school assemblies and bullying is a regular theme to be discussed with the children. Role-play and other drama techniques can be used as well as relationship and health education or circle time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists. Relationship and Health education lessons may also focus on this theme whenever possible or related to the topic being discussed.

Victims who are worried about openly discussing an incident when the aggressors are present (e.g. taunting during a lesson) can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Setting up a buddy system, possibly with pupils who already hold a position of responsibility, such as School Council members or Wellbeing Champions can also be beneficial.

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (See behaviour policy). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Parents are encouraged to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Whilst there is little history of bullying at Picknalls First School, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we have and will call on outside resources such as the Behaviour Support Service, to support our action. This policy is seen as an integral part of our Behaviour Policy.

Equalities Statement

Through appropriate treatment of all, Picknalls First School aims to eliminate unlawful discrimination, prejudice, harassment and stereotyping and strive to maintain policies that comply with current legislation. This applies to all members of the school community – pupils, staff, governors, parents/carers and community members and is based on the School's core values.



Beating Bullying

(A policy written by the School Council children of Picknalls First School)

What we believe

At Picknalls we believe we should encourage others, work as a team and always have a smile on our face.

What does bullying mean?

Bullying is when someone is unkind on purpose over and over again. There are lots of different forms of bullying like threatening behaviour, name calling, when a person stops you from learning, ignoring a person deliberately, hurting others etc. Bullying can also take place online so we need to stay safe on the internet.

What do we do if we feel we are being bullied?

Walk away and tell an adult you trust
Tell a teacher or any member of staff
Tell a friend
Tell our parents
Write your worry down and put it in the worry monsters
Tell the headteacher
Tell the lunchtime supervisor

What we can do about bullying

At Picknalls we are taught to care for each other and be kind.
We celebrate anti-bullying week and discuss the importance of being a good friend.
All adults at our school act upon bullying and listen to our worries.
We are regularly taught about being a good friend and how we should care for others.
Our school rules are to keep us safe – tell an adult if someone keeps breaking the school rules!

We want to make a difference in our school to make it the best it can be.

We want all the children at Picknalls to follow our school motto

‘Achieve, Believe, Care’

Proud to be Picknalls