



Northfield Manor Primary Academy

# Anti-bullying Strategy

<b>Date of last review:</b>	September 2024	<b>Review period:</b>	1 year
<b>Date of next review:</b>	September 2025	<b>Type of Policy:</b>	School
<b>Approval by:</b>	Academy Council	<b>Signed:</b>	<i>Emma Tunley</i>

This policy has been developed with the belief that *every child and young person should grow up free from bullying*.

Through this policy and the approaches and practice that it outlines, we aim to create a positive culture and ethos within our school that:

- ensures openness, honesty and integrity;
- promotes respect for all, irrespective of race, gender, age, religious belief, sexuality, ability or disability;
- ensures everyone is treated fairly;
- encourages our pupils to trust one another more;
- builds confidence and self-esteem;
- includes everyone;
- encourages the development of a caring community of adults and children.

#### **WHAT DO WE HOPE TO ACHIEVE FROM THIS ANTI-BULLYING STRATEGY?**

- **Communication:** to ensure that everyone is aware of what bullying behaviour is, the impact of bullying on people's lives, and what is being done to prevent it.
- **Commitment:** to promote the values, principles and approaches that will help eliminate bullying behaviour within our school.
- **Consistency:** to develop consistent approaches to addressing any issues of bullying
- **Clarity:** to ensure that everyone knows who to go to for help and support and what will happen when they do.
- **Co-operation:** to recognise that it is everyone's responsibility to tackle bullying behaviour. By working together, we can make our school a kind and safe setting for all.
- **Capacity:** to improve the use of positive approaches through information, training and support to reduce and prevent bullying behaviour

#### **HOW WILL BULLYING BEHAVIOUR BE PREVENTED?**

Our aim is to build an shared view and understanding that bullying behaviour is unacceptable. We can achieve this by developing positive relationships which are underpinned by preventative strategies. Effective preventative strategies must involve building a culture where everyone feels safe, secure and nurtured.

Adults should be aware of their responsibility to be role models for children and young people and should support others in the wider community to do the same. It is essential that we recognise that everyone matters and should be valued for who they are; it is acceptable to be different. Teachers will be proactive in developing approaches to celebrate diversity, change attitudes and behaviour by promoting an ethos and culture of inclusion. Understanding the impact of bullying behaviours on our health and wellbeing and on our learning and development will help us take action to prevent and manage incidents.

#### **Our school will therefore take steps to ensure that:**

1. Regular staff training takes place to raise awareness and ensure that staff develop the skills to recognise, respond and take action appropriately to bullying behaviour. This includes cyberbullying which is often the same type of behaviour as other bullying, for example name calling and spreading rumours, but takes place online.
2. Teachers will plan opportunities through the curriculum to support young people to develop effective relationships, build resilience and skills for life. This will include developing self-awareness and awareness of others, responsibility taking and problem solving.

3. School will take action to ensure all children and young people are fully aware of the anti-bullying strategy.
4. Proactive approaches, for example Restorative Approaches and Solution Focussed Approaches may be used to support and develop a culture which aims to prevent incidents of bullying behaviour.
5. There will be clear and effective communication about acceptable standards of behaviour for all which reinforce our values and aims in relation to anti-bullying.
6. Children and young people should know who to speak to, be confident they will be listened to and taken seriously, and know that appropriate action will be taken.

## **Strategies for Prevention**

### **Education and awareness:**

- raising awareness of bullying behaviour with staff through training;
- teaching pupils about positive relationships;
- teaching pupils how to resolve conflicts amicably.

### **Developing an inclusive and positive ethos in school through:**

- encouraging tolerance and respect;
- an expectation of positive behaviour and personal responsibility;
- creating a culture where bullying and discrimination is unacceptable;
- encouraging peer support/mentoring programmes;
- considering how pupils are grouped.

### **Proactive information strategies and campaigns through:**

- information technology – class dojo;
- use of assemblies;
- theme week.

### **Enabling young people to have a voice through:**

- encouraging and supporting pupils to talk to an adult if they are being bullied or if they know bullying is happening;
- ensuring young people know who to talk to within the school;
- talking about behaviours and their impact on others through restorative approaches, nurturing environments and health and wellbeing programmes;
- building resilience in young people through programmes such as 'Bounce Back';
- class discussions/topic at assembly;
- 'worry boxes';
- team building activities.

## HOW WILL BULLYING BEHAVIOUR BE RESPONDED TO?

A strongly promoted whole school policy, which is widely understood by all members of the school community and evident in the school ethos, will help to prevent bullying behaviour. However, when bullying behaviour does take place, we recognise the need to respond appropriately by addressing the needs of children and young people who experience bullying behaviour as well as those who exhibit these behaviours. This should be carried out within a framework of respect, responsibility, resolution and support.

- Recognition should be given to the needs of all involved.
- Pupils will be encouraged/enabled to speak up and speak out, either verbally or through the use of a 'worry box', peer supporter, circle time, circle of friends, mediation or other appropriate method.
- Pupils will be encouraged to consider who they could go to (trusted adults) when they have a concern.
- Incidents of bullying behaviour, including cyberbullying, will be investigated promptly and thoroughly by a member of the senior leadership (some discussions may be delegated as necessary). All involved should be given the opportunity to talk and be listened to.
- The pupils who has experienced bullying behaviour should be involved in the decision about the next steps the school will take.
- Where appropriate, parents will be involved.
- Feedback will be given to appropriate people.
- Both the emotional and physical effects of bullying behaviour should be considered.

Where bullying behaviour has taken place, this will be recorded on SIMs along with the investigation record.

All aspects of bullying incidents should be dealt with in a way that fosters mutual respect, individual responsibility, resolution and support.

Staff must be confident that a resolution has been reached and bullying behaviour has stopped.

In order to achieve a satisfactory resolution, school may use the following approaches:

- small group work/team building activities;
- peer mediation building on shared concern;
- reflection diary;
- supervision;
- restorative approaches;
- solution focussed approaches;
- seek outside help /advice/involve other partners or agencies as required;
- police involvement or engagement;
- appropriate consequences should be considered as part of the resolution process. See 'Behaviour and Relationship Policy' for more information.

At Northfield Manor Academy, we are committed to fostering a safe, inclusive environment where bullying is actively prevented, promptly addressed, and all students feel valued, respected, and supported.

This policy will be reviewed regularly to ensure that it remains effective and responsive to the needs of our school community.

