

# **Behaviour & Attitudes**

## **Anti-Bullying Policy**

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## 1.0 Intent

At Greenfields Academy, every member of our community has the right to feel safe, valued, and respected. We are committed to promoting an environment where bullying of any kind is unacceptable and where all individuals can thrive emotionally, socially, and academically.

Bullying damages the well-being and achievement of children and young people. It contradicts our commitment to inclusion, equity, and opportunity for all. Preventing and addressing bullying is the responsibility of every member of the school community.

Our anti-bullying policy aims to:

- Promote a culture where bullying is actively challenged
- Support pupils to speak out and seek help
- Empower staff, pupils, and families to respond effectively to incidents of bullying
- Build an ethos of empathy, respect, and responsibility

## 2.0 Implementation

### What is Bullying?

Bullying is the intentional, repeated harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be:

- Physical (hitting, kicking, pushing)
- Verbal (name-calling, threats, insults)
- Emotional (intimidation, exclusion, spreading rumours)
- Cyber (online messages, social media harassment, image misuse)

At Greenfields Academy, pupils are taught to recognise bullying using the BOO to Bullying acronym:

- B** – Being nasty
- O** – On purpose
- O** – Over and over

We help pupils understand the difference between bullying and isolated disagreements or accidental hurt, ensuring clarity and consistency in language and response.

### Preventative Measures

- Curriculum integration: PSHE, assemblies, and mentor sessions address respect, diversity, and the impact of bullying.
- Pupil profiles: Shared with all staff to identify vulnerabilities and triggers.
- Staff vigilance: All staff are trained to recognise signs of distress and investigate concerns thoroughly.
- Wellbeing reviews: Regular multi-disciplinary meetings to discuss concerns and monitor patterns.

### Responding to Incidents

All reported incidents are taken seriously and investigated promptly and sensitively.

Initial response: The adult will use a calm, restorative approach to hear all voices involved.

Investigation: The wellbeing tutor or mentor will lead on evidence collection, supported by safeguarding leads if necessary.

Support for the victim:

- Private space to report or discuss issues
- Ongoing check-ins from a trusted adult
- Opportunities to rebuild confidence through positive social experiences (e.g., buddy systems, School Council roles)

Support for the pupil displaying bullying behaviour:

- Reflection opportunities and restorative conversations
- Clear explanation of consequences and boundaries
- Behaviour support plans or mentoring, if appropriate
- Follow-up:
  - Outcomes shared with parents/carers

- Monitoring tools used to track behaviour over time
- Regular check-ins to ensure bullying does not reoccur

If a racist, homophobic, sexist, or ableist incident is involved, it will be recorded as a discriminatory incident and reported to Governors, as per our equality duties.

### **Parental Involvement**

Parents of both the child affected and the child demonstrating bullying behaviour will be informed.

Collaboration with families is key in promoting resolution and future prevention.

Parents/carers are encouraged to:

- Remind their child to speak up if they are worried
- Report concerns promptly to the school
- Avoid resolving peer issues independently or via social media

We may involve external agencies such as the Emotional and Behavioural Support Service, CAMHS, or Kidscape for additional support when needed.

### **3.0 Impact**

We will know this policy is effective when:

- Bullying is consistently challenged by all staff and pupils
- Pupils feel safe, supported, and able to speak up
- Incidents are dealt with in a timely, proportionate, and restorative manner
- Pupils' understanding of bullying and how to seek help improves
- Parents have confidence in our systems and approach
- The number and severity of bullying incidents reduce over time

### **4.0 Review**

Date Written: September 2022

Reviewed: September 2025

Review Date: September 2026

**END**



  **WHAT IS BULLYING?**

**B**eing mean  
**O**n purpose  
**O**ver and over

What should I do if i see or experience bullying?

- \* Stay CALM and speak to a trusted adult
- \* Walk away, without retaliating
- \* Block and delete cyber bullies
- \* Be a friend – listen and speak up

[WWW.NATIONALBULLYINGHELPINE.UK/KIDS](http://WWW.NATIONALBULLYINGHELPINE.UK/KIDS)

