



Anti-Bullying Policy

Date of policy: *September 2026*

Review date: *September 2026*

Reviewed by: Annie Blackie- Headteacher

1. Our Commitment

At *Stoke Damerel Primary Academy*, we are committed to creating a **safe, happy and inclusive school community** where every child feels valued, respected and able to belong.

We believe that:

- All pupils have the right to feel safe and supported at school.
- Bullying is never acceptable.
- Positive relationships are taught, modelled and nurtured.
- When things go wrong, children can learn, repair harm and grow.

Our approach to bullying is **proactive, restorative and inclusive**, focusing on building strong relationships, preventing bullying before it occurs, and responding in ways that help everyone feel heard, supported and able to move forward

2. What Is Bullying?

Bullying is **repeated behaviour** that is intended to hurt, upset or intimidate someone, where there is a **real or perceived imbalance of power**.

Bullying can take many forms, including:

- **Physical:** hitting, pushing, kicking
- **Verbal:** name-calling, teasing, threats
- **Emotional:** excluding someone, spreading rumours, manipulating friendships
- **Online (Cyberbullying):** unkind messages, images or comments shared digitally
- **Prejudice-based bullying** related to:
 - Special Educational Needs or disability
 - Race or ethnicity
 - Religion or belief
 - Gender or gender identity
 - Sexual orientation
 - Family circumstances or appearance

Not all unkind behaviour is bullying. We recognise that children sometimes fall out or make mistakes and that, on occasion, children can lash out and cause harm without intent. These situations are addressed through **teaching, guidance and restorative conversations and follow our school behaviour policy**.

3. Our Restorative and Proactive Approach

We aim to **prevent bullying** by creating a strong sense of belonging for all pupils. This includes:

- Teaching children how to build healthy friendships
- Developing emotional literacy and empathy
- Promoting respect, kindness and inclusion through the curriculum
- Encouraging pupils to speak up and seek help
- Valuing pupil voice and lived experience

When bullying does occur, we focus on:

- **Listening carefully** to all children involved
- **Repairing harm** rather than blaming or punishing
- **Supporting behaviour change**
- **Restoring relationships** where possible
- **Keeping everyone safe**

4. What Pupils Can Do

We teach pupils to:

- Tell a trusted adult if they are worried about bullying
- Support others by being kind and inclusive
- Speak up if they see someone being bullied
- Understand that asking for help is a strength

Children are reassured that:

- They will be listened to
 - They will be taken seriously
 - Adults will act to help keep them safe
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5. What Staff Will Do

All staff share responsibility for preventing and responding to bullying.

Staff will:

- Model respectful and inclusive behaviour at all times
- Take all reports of bullying seriously
- Listen calmly and without judgement
- Record and monitor incidents appropriately
- Use restorative approaches to support understanding

6. What Parents Can Do

Parents will:

- Model respectful and inclusive behaviour at all times
- Support your child to share what is happening
- Report bullying to the class teacher at the earliest possible time
- Work with your child and the school staff to understand what has happened and how best to resolve the concerns so that all children are safe and can thrive.