



Achieve and Nurture Anti-Bullying Policy

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KEY PERSONNEL			
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Definition of Bullying?

The NSPCC has defined bullying as “intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining another individual. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and mentally.”

Achieve and Nurture Limited does not tolerate bullying. We will challenge, address, and monitor any incidents of bullying, to ensure that it does not continue and that all pupils feel supported (this will include the target, the alleged perpetrator, any bystanders, and the wider provision community).



We recognise that bullying can take many forms and can affect any child. We also understand that students can disagree with one another and that friends can fall out at times. We do not define this or occasional conflicts as bullying.

Bullying may also occur outside Achieve and Nurture, reports of this including cyber bullying, can also be reported to us and dealt with in the same way as this can impact our students experience at the setting.

Our commitment to Preventing Bullying

We are dedicated to creating an inclusive, supportive environment where every student feels safe, valued, and free to be their authentic selves. Our approach focuses on early intervention, helping students to recognise, understand, and manage their behaviours and emotions. Through this, we foster positivity, build self-confidence, and encourage compassion.

We place a strong emphasis on nurturing positive relationships and developing students' understanding of friendships, empathy, and the impact of their actions on others. By doing so, we aim to prevent bullying and promote a culture of kindness, respect, and mutual support throughout our school community.

Reporting and Recording

Responding to Bullying

Any report of bullying is taken seriously and addressed with confidentiality, sensitivity, and compassion. Our staff work closely with students on a 1:1 or 2:1 basis, allowing for close monitoring and the ability to respond promptly to any concerns that may arise.

We also encourage students and their parents or carers to report any incidents that occur outside of session times, as these may affect the student's well-being, ability to engage with our provision, and the overall success of their intervention programme.



All reports of bullying will be recorded on a safeguarding concern form and actioned in line with our safeguarding and behaviour policies.

Monitoring and reviewing

This policy is monitored regularly and will be reviewed annually as a minimum to ensure the effectiveness of our strategies.