



Message from Mr Maltby

25th June 2021

Good morning,

At the start of the Summer term, I requested any feedback regarding the Academy's Anti-bullying policy. I want to thank all those who responded; your feedback has been vital in reviewing this key document.

My consultation also included extensive conversations with selected students alongside feedback from those members of staff who are directly involved in responding to any incidents of bullying. I was keen to ensure that there was a root and branch review of how Holbrook Academy responds to any form of bullying.

I now attach our updated policy ahead of final approval by the full governing body early July. The following corresponding actions have either already taken place or will become prioritised following this review:

- The Academy intends to create a new role of Student Support Officer; the prime focus of this role is to enhance our pastoral provision and respond to immediate friendship issues (this will be a non-teaching post).
- Any incidents of bullying will be seen in the context of any previous incidents and thereby any sanctions set will be escalated accordingly. This has been made explicit in our revised Rewards & Behaviour policy.
- The Academy is fully committed to establishing a restorative approach in responding to bullying; this includes the importance of acknowledging the emotional impact that bullying can have and ensuring that a meaningful resolution is reached. The Academy will commit to training all members of staff in restorative approaches throughout the 2021-22 academic year.
- I have recently led an assembly to the lower school to promote our anti-bullying message and a further assembly will be provided to the upper school next week. These assemblies are linked to further reflective activities in enrichment time.
- Posters promoting our anti-bullying message are being displayed around the school alongside an emphasis on how to inform others if bullying is taking place.
- The school has adapted its home / school agreement to ensure our anti-bullying expectations are explicit to all; this includes promoting the Academy as a "telling school" meaning that we actively encourage our students to report any concerns.
- A simplified overview of our renewed Anti-bullying policy will be presented to students alongside other stakeholders; including those who transport our students to / from school by bus.
- Our Mental Health Ambassadors will continue to drive forward our anti-bullying campaign with further assemblies and events planned to mark national anti-bullying week in November.

Although feedback from our student body has been predominately positive throughout this academic year, we must strive to ensure that every student matters. Therefore, if the impact of this review improves one child's experience of school then it is important. I continue to welcome your feedback and ideas and do please contact me directly if you wish to discuss any of the issues that these points raise.

I wish you all a very good weekend.

Tom Maltby
Headteacher