



Thornbury Primary School

Anti-Bullying Strategy

Lead: Emma Mantell

Vision

At Thornbury Primary School, we are committed to creating a culture where every child feels safe, valued, respected and included. Bullying is not tolerated, and all members of our school community share responsibility for preventing, identifying and addressing bullying behaviours.

Our strategy is built around four key principles:

1. **Prevent**
2. **Identify**
3. **Respond**
4. **Restore**

Strategic Objectives

By implementing this strategy, we aim to:

- Develop a culture of kindness, respect and inclusion.
- Ensure pupils understand what bullying is and what it is not.
- Increase confidence in reporting concerns.
- Ensure all incidents are addressed consistently and effectively.
- Reduce bullying-related incidents year-on-year.
- Support positive behaviour change.
- Promote pupil wellbeing and belonging.

Prevention

Whole-School Culture and School Values (RAISE)

Promote core values of Respect, Aspiration, Integrity, Self-Belief and Excellence through:

- Weekly assemblies planned around specific themes to actively teach positive and respectful behaviours.
- Classroom displays
- Classroom discussions
- Celebration assemblies
- Reward systems

Particular focus on:

- Respect
- Integrity
- Kindness
- Responsibility
- Inclusion

Behaviour Curriculum

Teach explicit expectations around:

- Respectful communication
- Conflict resolution
- Friendship skills
- Empathy
- Emotional regulation
- Difference and diversity

PSHE Curriculum

Ensure all year groups teach:

- Healthy relationships
- Respecting differences
- Online safety
- Managing disagreements
- Seeking help
- Community engagement activities

Identification

Train all staff to:

- Recognise signs of bullying
- Distinguish bullying from friendship conflict
- Respond effectively to disclosures
- Understand vulnerable groups
- Record concerns accurately

Pupil Voice

Collect information through:

- School Council meetings
- Worry boxes
- Pupil questionnaires
- Safeguarding surveys
- Class discussions

Vulnerable Pupil Monitoring

Additional monitoring for:

- Pupils with SEND
- Young carers
- Children with social workers
- Looked After and Previously Looked After Children
- Pupils experiencing emotional wellbeing concerns
- Pupils with persistent attendance concerns

Respond

Step 1: Listen

- Take concerns seriously.
- Record facts.
- Reassure all pupils involved.

Step 2: Investigate

- Speak to all parties.
- Gather witness accounts.
- Review previous incidents.

Step 3: Decide

Determine whether behaviour is:

- Friendship conflict
- Relational difficulties

- Unkind behaviour
- Bullying

Step 4: Act

Possible actions include:

- Restorative conversations
- Reflection tasks
- Behaviour sanctions
- Parent meetings
- Individual support plans
- Risk assessments if required

Step 5: Monitor

Follow-up checks.

Restore

To support pupils experiencing bullying we will provide:

- Trusted adult support
- Check-in/check-out systems
- Friendship groups
- Emotional literacy support
- Referral to external agencies where appropriate

To support pupils displaying bullying behaviours we will focus on:

- Understanding impact
- Personal responsibility
- Empathy development
- Behaviour coaching
- Family engagement

The aim is education and behaviour change, not simply punishment.

A Positive Playground Strategy

Recognising that many incidents occur during less structured times, the school will:

Increase Positive Play Opportunities

- Playground leaders
- Structured games
- Playground rotation to promote engagement
- Sports equipment
- Friendship benches

Improve Visibility

- Strategic staff deployment
- Active supervision
- Regular patrols of identified hotspots

Quick Response Systems

- Children know who to approach.
- Staff to seek SLT support via walkie talkies to ensure that potential incidents of bullying are investigated as soon as possible.
- Incidents logged promptly.

- Concerns shared with class teachers and leaders.

Online Bullying Prevention

Through assemblies and the curriculum we teach:

- Online respect
- Safe communication
- Reporting concerns
- Digital footprints

To ensure that parents are aware of current online risks we will provide:

- E-safety newsletters
- Website guidance

We will develop pupil ownership through our Anti-Bullying Ambassadors.

Responsibilities may include:

- Promoting kindness campaigns
- Supporting younger pupils
- Gathering pupil voice
- Leading assemblies

We will develop pupil ownership through our School Council

- Review survey results.
- Suggest improvements.
- Monitor impact.

Parents will:

- Receive policy information annually and be able to access this on the website at any point.
- Be encouraged to report concerns promptly.

Communication methods include:

- Newsletters
- Parent workshops
- Website resources
- Parent consultations

Measuring Success

By the end of the academic year:

- ✓ Pupils report feeling safe in school.
- ✓ Pupils know how to report bullying.
- ✓ Staff consistently follow agreed procedures.
- ✓ Parents feel concerns are acted upon.
- ✓ Bullying incidents reduce over time.
- ✓ Children demonstrate the school's values in their daily interactions.

"At Thornbury Primary School, addressing bullying is everyone's responsibility. Through education, vigilance, strong relationships and consistent action, we will ensure that every child feels safe, respected and able to flourish."