



Thornbury Primary School

Anti-Bullying Policy

Policy Lead: Emma Mantell

Approved By: Governing Board

Date Approved: September 26

Statement of Intent

At Thornbury Primary School, we are committed to providing a safe, caring and inclusive environment where every child feels valued, respected and able to achieve their full potential. Bullying of any kind is unacceptable and will not be tolerated.

We believe that all pupils have the right to learn and play in a safe environment free from fear, intimidation, discrimination and harassment. We actively promote kindness, respect, tolerance and positive relationships throughout the school community and our school values – Respect, Aspiration, Integrity, Self-belief and Excellence.

This policy should be read alongside the school's Relationships and Behaviour Policy, Safeguarding and Child Protection Policy, Online Safety Policy and Equality Information and Objectives.

This policy aims to:

- Prevent bullying from occurring.
- Ensure that all members of the school community understand what bullying is.
- Provide a consistent approach for responding to bullying incidents.
- Support pupils who have experienced bullying.
- Support pupils who have displayed bullying behaviours to make positive changes.
- Promote a culture of respect, kindness and inclusion.
- Encourage pupils to report concerns confidently.

Bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power." We teach the children using the acronym STOP – Several Times On Purpose.

Bullying can be:

Physical

- Hitting
- Kicking
- Pushing
- Damaging belongings

Verbal

- Name-calling
- Insults
- Threats
- Offensive comments

Social or Emotional

- Excluding others
- Spreading rumours
- Deliberately embarrassing someone
- Manipulating friendships

Racist

- Comments, jokes or actions relating to race, ethnicity or culture

Religious or Faith-Based

- Negative comments related to a person's religion or beliefs

Disability-Based

- Targeting someone because of a disability or additional need

Homophobic, Biphobic or Transphobic

- Using discriminatory language or behaviour

Cyberbullying

- Sending unkind messages
- Sharing inappropriate images
- Excluding others online
- Creating or sharing harmful content through digital platforms

Bullying Is Not:

Not all friendship difficulties or disagreements are bullying.

Examples include:

- A one-off disagreement.
- A single argument between friends.
- Accidental upset.
- Minor disagreements where there is no intention to cause harm.

These situations will still be addressed by staff but may not be classified as bullying.

Roles and Responsibilities

The Headteacher will:

- Promote a positive school culture.
- Ensure incidents are investigated appropriately.
- Support staff in responding to concerns.
- Communicate with parents where necessary.
- Monitor bullying incidents and patterns.

All staff will:

- Take all concerns seriously.
- Challenge inappropriate behaviour immediately.
- Record and report incidents.
- Support pupils involved.
- Promote positive relationships and respectful behaviour.

Pupils are expected to:

- Treat others with respect.
- Report bullying concerns.
- Support peers who may be experiencing difficulties.
- Follow the school's behaviour expectations.

Parents and carers are encouraged to:

- Inform the school of concerns promptly.
- Work in partnership with the school.
- Support restorative approaches where appropriate.

Reporting Bullying

Pupils can report bullying to:

- Their class teacher
- Any trusted adult
- A member of the safeguarding team
- The Headteacher or Deputy Headteacher

Parents should report concerns to:

- The class teacher in the first instance
- A senior leader if concerns continue

All reports will be taken seriously and investigated promptly.

When bullying is reported, staff will:

1. Listen carefully to all parties involved.
2. Record the concern.
3. Investigate thoroughly.
4. Speak with witnesses where appropriate.
5. Inform relevant staff members.
6. Contact parents/carers when necessary.
7. Agree appropriate actions and support.
8. Monitor the situation to ensure the behaviour stops.

Possible actions may include:

- Restorative conversations
- Reflection and repair work
- Loss of privileges
- Behaviour support plans
- Internal sanctions in line with the Behaviour Policy
- Involvement of external agencies where required

Supporting Pupils

The school may provide:

- Emotional support from trusted adults.
- Regular check-ins.
- Friendship support.
- Pastoral interventions.
- Support from external agencies if necessary.

Support for Pupils Displaying Bullying Behaviours

The school will:

- Help pupils understand the impact of their actions.
- Teach appropriate social skills.
- Work with parents/carers.
- Implement behaviour support strategies.
- Monitor future interactions.

Our aim is to educate and support positive behaviour change.

The school promotes anti-bullying through:

- Our core values of Respect, Aspiration, Integrity, Self-Belief and Excellence.

- Weekly assemblies planned around specific themes to actively teach positive and respectful behaviours.
- Classroom displays
- Classroom discussions
- Celebration assemblies
- PSHE lessons.
- Online safety education.
- Circle time and class discussions.
- Celebrating diversity and inclusion.
- Pupil leadership opportunities.
- Anti-Bullying Week activities.

Children are encouraged to be active bystanders by seeking adult help when they witness bullying.

Online Safety and Cyberbullying

The school recognises that bullying can occur online.

Pupils are taught:

- Safe and responsible use of technology.
- How to report online concerns.
- The importance of respectful communication.
- How to protect their personal information.

Cyberbullying incidents affecting pupils' wellbeing or school life will be addressed appropriately by the school.

Recording and Monitoring

The school will:

- Record all confirmed bullying incidents using our recording system CPOMS.
- Monitor patterns and trends.
- Review actions taken.
- Report findings to governors/trustees as appropriate.

Information gathered will be used to improve practice and reduce future incidents.

This policy applies to all members of the school community regardless of:

- Age
- Sex
- Race
- Religion or belief
- Disability
- Gender reassignment
- Sexual orientation
- Pregnancy and maternity

The school is committed to promoting equality, diversity and inclusion for all.

Links to Other Policies

This policy should be read alongside:

- Behaviour Policy
- Child Protection and Safeguarding Policy

- Online Safety Policy
- SEND Policy
- Equality Information and Objectives
- Relationships, Sex and Health Education (RSHE) Policy
- Staff Code of Conduct

Monitoring and Review

The effectiveness of this policy will be reviewed annually by the Headteacher and Governing Board/Trust.

The school will seek the views of pupils, parents, staff and governors when reviewing practice to ensure that our anti-bullying approaches remain effective and responsive to the needs of our community.

Thornbury Primary School Anti-Bullying Statement

At Thornbury Primary School, we are committed to being a school where everyone is treated with kindness, respect and dignity. We do not tolerate bullying and will always listen, support and act to keep children safe.