



THORNTON PRIMARY SCHOOL

Love • Respect • Ambition

Anti-Bullying Policy

Our Mission Statement

Each child is unique and will be valued, nurtured and inspired. They will learn in a caring, happy and safe environment where they will be challenged to reach their goals for the future.

Introduction

At Thornton Primary School we aim to encourage self-discipline, positive relationships and respect for others and to provide an effective environment in which all children can learn and teachers can teach through the school's positive behaviour approaches.

It is important that this policy is understood and supported by pupils, staff, parents/carers and the wider community.

We recognise that children need to feel safe, valued and respected in order to thrive. We are committed to preventing and responding effectively to bullying and all forms of child-on-child abuse. We promote an inclusive culture in which difference is valued and discrimination, harassment, intimidation and bullying are not tolerated.

This policy should be read alongside the **Behaviour Policy, Safeguarding and Child Protection Policy, Equality Policy, SEND Policy, Online Safety Policy and ICT Acceptable Use Policy.**

Aims and Objectives

Bullying is unacceptable and can have a significant and lasting impact on a child's wellbeing, safety, attendance, relationships and ability to learn. We therefore aim to:

- Develop a school ethos in which bullying, discrimination, harassment and abusive behaviour are recognised as unacceptable.
- Promote our core values of **Love, Respect and Ambition.**
- Provide a safe, inclusive and secure environment where all pupils can learn without anxiety.
- Prevent bullying through high-quality relationships, effective supervision, teaching and pastoral support.
- Ensure all staff understand how to identify, respond to and report bullying and child-on-child abuse.
- Provide a consistent, proportionate and timely response to incidents and concerns.



- Ensure that pupils know how to report concerns and feel confident that they will be listened to and supported.
- Work in partnership with parents/carers and, where appropriate, external agencies.
- Identify patterns and address underlying causes, including prejudice, vulnerability, additional needs and social or emotional difficulties.

Definition of Bullying Behaviour

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. It may be physical, verbal, relational, discriminatory or take place online.

Bullying may include:

- Physical aggression or intimidation.
- Name-calling, insults, threats or deliberately hurtful language.
- Deliberate exclusion or isolation.
- Spreading rumours or encouraging others to reject someone.
- Cyberbullying through social media, messaging, gaming, email or other technology.
- Bullying motivated by or related to protected characteristics or perceived differences, including race, religion or belief, sex, disability, sexual orientation or gender reassignment.
- Bullying because of SEND, appearance, family circumstances, caring responsibilities, adoption or being looked after.
- Sexual harassment or other harmful sexual behaviour between pupils.

Not every unkind, disrespectful or difficult interaction will meet the definition of bullying. However, **all concerns about harmful, abusive, discriminatory or unsafe behaviour will be taken seriously and addressed appropriately**, whether or not they meet the definition of bullying.

At Thornton Primary School, we will consider the individual circumstances of each incident, including the age and developmental stage of the pupils involved, the impact on the child, any imbalance of power, frequency, intent and whether there is a pattern of behaviour.

Where behaviour may constitute a safeguarding concern, it will be managed in accordance with the school's Safeguarding and Child Protection Policy and KCSIE 2026.

Roles and Responsibilities

The Governing Body

The Governing Body supports the Headteacher in preventing and responding to bullying.

Governors will:



- Ensure the school has appropriate arrangements to prevent bullying.
- Monitor the effectiveness of the school's anti-bullying and behaviour strategies.
- Review information about bullying and child-on-child incidents, including patterns relating to groups, locations and protected characteristics.
- Ensure the policy is reviewed at least annually.
- Hold leaders to account for ensuring safeguarding concerns are recorded and responded to appropriately.

The Headteacher

The Headteacher has overall responsibility for implementing this policy and ensuring that all staff understand how to identify and respond to bullying.

The Headteacher will:

- Ensure staff receive appropriate training and guidance.
- Ensure incidents and concerns are recorded appropriately on CPOMS and escalated where necessary.
- Ensure safeguarding concerns are referred to the DSL and external agencies where appropriate.
- Monitor patterns of bullying, discrimination and child-on-child abuse.
- Report relevant information to governors through appropriate safeguarding and behaviour reporting arrangements.
- Ensure parents/carers are informed appropriately.
- Ensure appropriate support is provided to pupils who experience bullying and to pupils whose behaviour has caused harm.
- Ensure the school responds to concerns in a way that is proportionate, fair and considers the individual needs of pupils.

The Designated Safeguarding Lead

The DSL will ensure that any bullying incident which may also constitute a safeguarding concern is considered within the school's safeguarding procedures.

This includes concerns involving:

- Child-on-child abuse.
- Sexual harassment or sexual violence.
- Physical abuse or threats of violence.
- Exploitation or coercive behaviour.
- Bullying involving vulnerable pupils or pupils with SEND.
- Online abuse or harmful online behaviour.
- Discriminatory or hate-related incidents.

Staff must not assume that bullying is solely a behaviour issue where there may be a safeguarding element.



Teachers and Support Staff

All staff are responsible for taking bullying seriously and acting promptly.

Staff will:

- Listen carefully to pupils and provide reassurance.
- Take immediate action where a pupil is at risk of harm.
- Record concerns accurately and promptly.
- Report concerns to the Class Teacher, Senior Leader and/or DSL as appropriate.
- Consider whether behaviour represents bullying, discrimination, child-on-child abuse or another safeguarding concern.
- Monitor pupils following an incident and ensure agreed actions are implemented.
- Avoid making assumptions about the reliability or significance of a disclosure.

Parents/Carers

Parents/carers who are concerned that their child may be experiencing bullying, or may be displaying bullying behaviour, should contact the school promptly.

Parents/carers are asked to:

- Listen calmly to their child and reassure them.
- Encourage their child to report concerns to an adult in school.
- Share relevant information with the school.
- Work collaboratively with the school to resolve concerns.

The school will communicate appropriately with parents/carers while maintaining confidentiality and safeguarding the privacy of all children involved.

Pupils

Pupils are encouraged to:

- Tell an adult if they are worried about bullying or have witnessed bullying.
- Speak up when they see someone being treated unfairly or unkindly.
- Follow the school's rules and values.
- Treat others with **Love and Respect**.
- Never encourage, join in with or share bullying behaviour, including online.
- Understand that passing on messages, images, videos or posts can contribute to cyberbullying.

Application of the Policy



This policy applies to bullying between pupils and bullying or harassment directed towards staff or other members of the school community.

Where adult-to-child concerns arise, these will be dealt with through the school's safeguarding and staff disciplinary procedures as appropriate. Adult-to-adult concerns will be dealt with through the appropriate employment, grievance or complaints procedures.

The policy applies to behaviour occurring:

- On school premises.
- During educational visits, trips and activities.
- On school transport.
- Online.
- During the journey to and from school where appropriate.
- Outside school where behaviour has an impact on the school community or the safety and wellbeing of pupils or staff.

The school recognises that online bullying can occur outside school and can have a significant impact on pupils' safety and wellbeing in school.

Preventative Measures

Thornton Primary School promotes a strong, inclusive ethos in which bullying is less likely to occur.

Preventative measures include:

- Explicit teaching of our values of **Love, Respect and Ambition**.
- Teaching pupils about respectful relationships, online safety, discrimination and appropriate behaviour through the curriculum, including PSHE and Computing.
- Appropriate supervision of pupils and consideration of locations where bullying may be more likely to occur.
- Assemblies, stories, drama and role play to develop empathy and understanding.
- Teaching pupils how and where to report concerns.
- Pupil voice and opportunities to discuss wellbeing and safety.
- Staff training and professional development.
- Appropriate support for pupils with SEND and other vulnerabilities.
- Monitoring of behaviour, attendance, incidents and safeguarding information to identify emerging patterns.
- Working with parents/carers and external professionals where appropriate.

The school will actively challenge discriminatory language, stereotypes, prejudice and behaviour.

School Response to Bullying Behaviour



Reporting and dealing with bullying behaviour

Any pupil can report bullying to any member of staff. Staff will listen carefully, provide reassurance and take the concern seriously.

The member of staff receiving the concern will:

1. Ensure the child is safe.
2. Listen and establish the immediate facts without leading or interrogating the child.
3. Record the concern appropriately.
4. Inform the Class Teacher and/or Senior Leader.
5. Consider whether the concern is also a safeguarding issue and refer it to the DSL where appropriate.
6. Ensure the incident is investigated proportionately.
7. Put appropriate support and protective measures in place.
8. Inform parents/carers where appropriate.
9. Monitor the situation and review whether further action is required.

Where bullying is established, the school will take appropriate action in accordance with the Behaviour Policy. The response will consider the severity and frequency of the behaviour, its impact, the age and developmental stage of the pupils involved, any additional needs or vulnerabilities, and the context in which the behaviour occurred.

Where appropriate, restorative approaches may be used. Restorative approaches will not be used where they could place a victim at further risk or cause additional distress.

Parents/carers will normally be informed where bullying is established or where there are significant concerns, subject to safeguarding and confidentiality considerations.

Recording Bullying Behaviour

All significant incidents and concerns relating to bullying will be recorded on **CPOMS** in accordance with our school's safeguarding and recording procedures.

Records will include, where appropriate:

- What happened.
- Who was involved.
- The impact on the pupil.
- Actions taken.
- Parents/carers contacted.
- Safeguarding referrals or actions.
- Support provided.
- Follow-up and monitoring.



Records will be reviewed to identify patterns involving individuals, groups, locations, times, protected characteristics, SEND or other vulnerabilities.

Racist incidents and other discriminatory incidents will be recorded and reported in accordance with the school's procedures and local requirements.

Support for Children and Parents After Incidents

Children who experience bullying will be listened to and supported. Support may include:

- A trusted adult or named member of staff.
- Regular check-ins.
- Pastoral or Family Learning Mentor support.
- Support to rebuild confidence and friendships.
- Changes to supervision or routines where appropriate.
- Support from external professionals where necessary.

We will also work with pupils whose behaviour has caused harm. They will be supported to understand the impact of their behaviour, take responsibility and develop safer and more appropriate ways of interacting with others.

Where a pupil's behaviour may indicate additional needs, safeguarding concerns or wider difficulties, these will be considered as part of the school's graduated response.

Range of Actions and Intervention Strategies

The school will determine the most appropriate response to each incident. Possible actions include:

- Increased supervision or safety measures.
- Parental involvement.
- Pastoral support.
- Restorative approaches where appropriate.
- Individual behaviour support.
- Social and emotional support.
- Changes to routines, seating or activities.
- Loss of privileges where proportionate.
- Internal exclusion where appropriate.
- Suspension or permanent exclusion in accordance with statutory guidance.
- Referral to external agencies.
- Safeguarding referral where required.

Actions will be proportionate and will consider the needs and circumstances of all pupils involved.



Cyberbullying

Cyberbullying is bullying carried out through digital technology, including mobile phones, messaging services, social media, gaming platforms, websites and other online services.

Cyberbullying can:

- Happen at any time and invade a child's home life.
- Reach a large audience very quickly.
- Be difficult to remove.
- Involve people who were not originally involved.
- Include sharing, forwarding or liking harmful content.
- Continue beyond the school day.

We will respond to cyberbullying whether it takes place on or off school premises where it affects pupils, staff or the school community.

Pupils are taught about responsible digital behaviour through Computing, PSHE, assemblies and other appropriate opportunities.

The school works with parents/carers to support children to use technology safely and responsibly.

Any online behaviour that raises a safeguarding concern will be referred to the DSL and managed in accordance with the Safeguarding and Child Protection Policy.

Bullying and Harassment of Staff

Thornton Primary School is committed to ensuring that staff are treated with dignity and respect.

Bullying, intimidation, harassment, threats or abusive online behaviour towards staff by pupils, parents/carers or other members of the school community will not be tolerated.

Concerns involving pupils will be managed through the Behaviour and Safeguarding Policies as appropriate. Concerns involving adults will be managed through the appropriate staff, complaints or safeguarding procedures.

We will take reasonable steps to protect staff from bullying and harassment and will provide appropriate support following incidents.

Inclusion, Equality and Racism

Thornton Primary School is committed to an inclusive and anti-discriminatory culture.



Bullying or harassment related to race, religion or belief, disability, sex, sexual orientation, gender reassignment or any other protected or personal characteristic will be taken seriously.

We recognise that pupils with SEND or other vulnerabilities may be particularly at risk of bullying or may experience difficulties in communicating their experiences.

Staff will therefore consider the individual needs of pupils when identifying, investigating and responding to concerns.

Racist and discriminatory incidents will be recorded and appropriate action taken. Patterns will be monitored by school leaders and reported to governors where appropriate.

The school will challenge prejudice and discriminatory behaviour and will use curriculum opportunities to promote respect for diversity and equality.

Monitoring and Review of the Anti-Bullying Policy

The Headteacher monitors the effectiveness of this policy through:

- CPOMS and behaviour records.
- Safeguarding records.
- Pupil voice.
- Parent/carer feedback.
- Staff feedback.
- Attendance and behaviour information.
- Analysis of patterns involving groups, locations, protected characteristics and vulnerable pupils.

The Headteacher will report relevant information to governors through appropriate safeguarding and behaviour reporting arrangements.

The Governing Body will review this policy at least annually and ensure that it remains consistent with current statutory guidance and the school's safeguarding arrangements.

This policy will be reviewed sooner where there are significant changes to legislation, statutory guidance, emerging safeguarding risks or learning from incidents.

Relevant guidance

This policy should be implemented in conjunction with current:

- **Keeping Children Safe in Education 2026.**
- **Working Together to Safeguard Children 2026.**
- **Preventing and tackling bullying.**
- DfE behaviour and suspension/exclusion guidance.



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- DfE guidance on preventing and tackling bullying and harassment of school staff.
- Equality Act 2010 and associated guidance.
- School safeguarding, behaviour, online safety and SEND policies.

Signed: Mr David Ashcroft, Headteacher

Date: September 2026

Review Date: September 2027

To be agreed by the Standards and Effectiveness Committee 06/10/2026