



Thornbury Primary
Leadership Academy

Anti-Bullying

The Thornbury Way



SERVICE

Being a responsible citizen
in our community



TEAMWORK

Working together
for excellence



AMBITION

Aspiring to be
our best



RESPECT



Part of Star

Anti-Bullying – The Thornbury Way

The Government defines bullying as “behaviour by an individual or group repeated over time that intentionally hurts another individual or group either physically or emotionally” (DfE, 2014).

WHAT WE DO

Universal Support – for ALL pupils

- the induction programme - anti-bullying policy and practice is shared and discussed with all new staff.
- Citizenship/PSHE/SMSC lessons - relationships topic in lesson plans includes bullying themes for each key stage.
- the Pupil Council - bullying discussed and new ideas implemented e.g. new Play Leaders established to support pupils at breaks.
- displays around school - bullying myths and facts posters in the main reception and in the hall.
- whole school assemblies - full participation in National Anti-bullying week, Online Safety day etc.
- pastoral programmes - teachers/year leaders focus on maintaining healthy and positive pupil relationships.
- parental communication and raising awareness - links on website and through text messages to key anti-bullying events and organisations.
- ICT Acceptable Use Policy - adopted by all users to keep children and adults safe.
- use of anti-bullying reading materials and books for each year group.

GROUP SUPPORT

Targeted at key groups throughout the year

- effective parenting sessions - parents alerted to concerns and involved in discussions to resolve issues.
- e-safety training to combat cyber-bullying - age-appropriate activities for Safer Use of the Internet.
- multi-agency working including drawing on the expertise of anti-bullying e-safety workshops by West Yorkshire Police for key groups in KS2.
- organisations or specialised expertise in dealing with certain types of bullying – e.g. KS1 Ugly Duckling performance by external drama group.
- use of Thrive provision to hold workshops for key groups of pupils.



TARGETED SUPPORT

For managing individual incidents

- concerns reported to Class Teacher by either pupils, parents or other adults in school.
- class teacher investigates as to whether concern constitutes bullying or is a normal event as pupils learn to manage relationships (see Government definition of bullying).
- if not bullying – class teacher resolves issues with each pupil together and discusses with parents.
- if suspect bullying – class teacher passes on to senior team member the senior team member will record the incident in the Central Bullying Record.
- the senior team member will investigate and work with the pupils involved.
- the senior team member will inform the Principal who will oversee procedure.
- the parents/carers of the victim will be informed.
- the parents/carers of the perpetrator will be informed.
- the senior team member will continue to monitor the situation for a prolonged period following the incident.
- the Deputy Principal reports on bullying incidents half termly to the Safeguarding Team including the Chair of Governors.

The Academy is registered on the All Together Programme with the Anti-bullying Alliance to ensure it has access to up to date and relevant resources, training and events.