

Anti-Bullying Policy

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POLICY LEAD: Ruth Stone

APPROVED BY: LGB



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Introduction

Our Vision and Commitment

At Thurcroft Junior Academy, we are committed to creating a safe, inclusive and nurturing environment where every child can thrive, learn and develop positive relationships. We believe that all members of our school community have the right to learn and work in an environment free from intimidation, humiliation and harm.

This policy recognises that bullying is a form of child-on-child abuse and is a safeguarding issue. We adopt a zero-tolerance approach to all forms of bullying, and it will never be passed off as "banter", "just having a laugh", "part of growing up" or "boys being boys" as this can lead to a culture of unacceptable behaviours and an unsafe environment for children.

Purpose of This Policy

This policy outlines our approach to preventing and responding to bullying, ensures consistency across our school, and informs staff, volunteers, parents, inspectors and pupils about our approach.

Legal Framework

This policy has been developed in accordance with:

- Keeping Children Safe in Education 2026, which requires all schools to have a behaviour policy that includes measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying Keeping Children Safe in Education
- The Equality Act 2010
- The Education Act 2011
- The Children Act 1989

Links to Other Policies

This anti-bullying policy should be read in conjunction with our:

- Child Protection and Safeguarding Policy
- Behaviour and Rewards Policy
- E Safety Policy
- Equality and Diversity Policy
- SEND Policy



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Definition of Bullying

What is Bullying?

Bullying is behaviour that is:

- **Repeated** - it happens over time, not just once
- **Intentional** - it is meant to hurt, intimidate or harm
- **Involves an imbalance of power** - the person being bullied feels they cannot defend themselves

Bullying can be:

- **Physical** - hitting, kicking, pushing, taking or damaging belongings
- **Verbal** - name-calling, insults, threats, offensive remarks
- **Relational** - spreading rumours, excluding someone from groups, damaging someone's reputation
- **Online/Cyber** - sending hurtful messages, sharing embarrassing photos, excluding someone online

Forms of Bullying

Bullying can take different forms, including:

- Bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- Physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
- Upskirting (which is a criminal offence) Keeping Children Safe in Education Keeping Children Safe in Education

Prejudice-Based Bullying

We recognise that some children may be targeted because of:

- Race, religion or culture
- Special educational needs or disability
- Appearance or health conditions
- Home circumstances, including looked after children or young carers
- Sexual orientation or gender identity

Children with special educational needs or disabilities (SEND) or certain medical or physical health conditions can face additional safeguarding challenges both online and offline.

What Bullying is NOT

We recognise that not all unkind behaviour is bullying. Falling out with friends, one-off arguments or isolated incidents of unkindness, whilst unacceptable, are dealt with differently from bullying.



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Preventing Bullying

Procedures to Minimise Risk

Our child protection policy includes procedures to minimise the risk of child-on-child abuse. These include:

Creating a Positive School Culture:

- Promoting respect, kindness and inclusion in all aspects of school life
- Celebrating diversity and teaching children to value differences
- Modelling positive relationships between all members of the school community
- Ensuring all children feel valued and have a sense of belonging

Through the Curriculum:

- Teaching about healthy relationships, respect and boundaries through our RSHE curriculum and Relationships Education
- Delivering age-appropriate lessons about different types of bullying and their impact
- Teaching children how to recognise bullying behaviour
- Developing children's understanding of the impact of their words and actions
- Teaching children strategies to respond to bullying, including how to be an 'upstander' not a bystander
- Embedding online safety education throughout the curriculum, including understanding cyberbullying

Staff Training and Awareness:

- All staff receive appropriate safeguarding and child protection training (including online safety) at induction, which is regularly updated. In addition, all staff receive safeguarding and child protection (including online safety) updates as required, and at least annually
- Training staff to recognise the signs of bullying, including more subtle forms
- Ensuring staff understand their role in preventing and responding to bullying
- Training staff to challenge prejudice-based language and behaviour

Supervision and Monitoring:

- Maintaining appropriate supervision in areas where bullying is more likely to occur
- Using Anti-Bullying Ambassadors and Play Leaders to support vulnerable children
- Regularly reviewing and adapting our approach as needed

Working with Parents and Carers:

- Communicating our anti-bullying approach clearly to parents
- Providing information about recognising signs of bullying
- Encouraging parents to report concerns
- Working in partnership with parents when incidents occur



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Reporting Systems

How Children Can Report Bullying

The systems in place are well promoted, easily understood and easily accessible for children to confidently report abuse, knowing their concerns will be treated seriously.

Children can report bullying by:

- **Telling any member of staff** - all staff are trained to respond appropriately
- **Telling their class teacher or teaching assistant**
- **Speaking to a designated adult** (e.g., pastoral lead, DSL)
- **Using our worry box** located outside the front hall
- **Telling a parent or carer**, who can contact the school
- **Speaking to an Anti-Bullying Ambassador or school councillor**, who will help them report to an adult

How Parents Can Report Concerns

Parents and carers can report concerns by:

- **Contacting their child's class teacher**
- **Speaking to the Principal or Vice-Principal**
- **Emailing safeguarding@thurcroftacademy.org**
- **Calling the school office on 01709543194**

All reports will be taken seriously and investigated promptly.

Recording and Investigating Bullying

Recording Procedures

KCSIE recognises bullying as a form of child-on-child abuse. This is a safeguarding issue, and all safeguarding concerns about a child should be recorded in writing.

All bullying incidents will be recorded on CPOMS, which includes:

- **Details of the incident** (what happened, when, where, who was involved)
- **Actions taken**
- **Follow-up actions planned**
- **Outcomes**

Who Records:

- **The member of staff who receives the report or witnesses the incident**
- **The Designated Safeguarding Lead (DSL) or deputy for safeguarding concerns**

Where Records are Kept:

- **CPOMS**



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Investigation Process

When a bullying incident is reported:

1. Response

- Ensure the safety and wellbeing of the victim
- Speak separately to all children involved
- Gather information from witnesses
- Record all information accurately

2. Assessment

- Determine whether the behaviour meets the definition of bullying
- Consider whether a pupil's SEN has contributed to misbehaviour and if so, whether it is appropriate to sanction the pupil, including whether any reasonable adjustments need to be made
- Consider any safeguarding concerns as being a cause of unacceptable behaviour
- Assess any potential risks

3. Action

- Implement appropriate sanctions and support through education
- Inform parents of all children involved
- Put monitoring arrangements in place
- Record all actions taken

4. Follow-up

- Regular check-ins with all parties
- Review and adjust support as needed

Responding to Bullying

Support for those who have been bullied

Clear processes are in place for how children affected by bullying will be supported.

Support may include:

- Immediate reassurance and emotional support
- Regular check-ins with a trusted adult
- Adjustments to their timetable or environment if needed
- Access to pastoral support
- Support to rebuild confidence and resilience
- Involvement of parents/carers
- Referral to external agencies if appropriate



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Monitoring:

- Regular reviews to ensure the bullying has stopped
- Ongoing support until the child feels safe and confident

Consequences for Those Who Bully

Our approach balances accountability with support, recognising that children who bully may themselves be experiencing difficulties.

Sanctions may include:

- Restorative conversations to understand the impact of their behaviour
- Loss of privileges
- Time out from the classroom
- Fixed-term suspension (in serious or persistent cases)
- Permanent exclusion (in the most serious cases)

We will always challenge misbehaviour. We have a high standard for behaviour and we support all pupils to achieve it.

Support for those who bully:

- We will flag patterns of challenging behaviour to the SENCO for investigation into unmet or unidentified SEN
- One-to-one work to understand the reasons for their behaviour
- Teaching about empathy and the impact of bullying
- Support to develop positive relationships and social skills
- Involvement of parents/carers in addressing the behaviour
- Referral to external support services if needed

Support for Bystanders and Witnesses

We recognise that witnessing bullying can be distressing. Support may include:

- Praise for reporting the incident
- Reassurance about their safety
- Teaching about being an 'upstander'
- Emotional support if needed

Restorative Approaches

Where appropriate, we use restorative approaches to:

- Help those who bullied understand the impact of their actions
- Give the bullied a voice in the resolution process
- Repair relationships and rebuild trust
- Prevent future incidents

This may involve facilitated conversations where both parties are ready and willing to participate.



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All Staff

All staff have a responsibility to provide a safe environment in which children can learn.
All staff are responsible for:

- Being vigilant to signs of bullying
- Responding promptly to reports or incidents
- Recording incidents accurately
- Following school procedures
- Challenging prejudice-based language and behaviour
- Promoting positive relationships
- Creating an inclusive classroom environment

Parents and Carers

Parents and carers are expected to:

- Support the school's anti-bullying approach
- Watch for signs their child is being bullied or bullying others
- Report concerns promptly to the school
- Work in partnership with the school to resolve issues
- Encourage their child to be kind and respectful

Pupils

Pupils are expected to:

- Treat others with kindness and respect
- Report bullying when they see it or experience it
- Support peers who are being bullied
- Follow the school's behaviour expectations and school values
- Take responsibility for their actions



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