

Anti-Bullying appendix

Thoresby Vale Primary Academy

September 2025

This policy appendix, adheres to the [Trust policy](#) and to the latest guidance found in [Preventing and tackling bullying](#) (DfE 2017).

Thoresby Vale Primary Academy is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our academy.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff. Any child who is a victim of bullying will be dealt with in a sympathetic manner.

What is bullying?

We recognise that many children will experience conflict in their relationships with other children and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At Thoresby Vale Primary Academy, our definition of bullying is:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer-term impact on children. Bullying impacts on children's wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression. Bullying is unacceptable.

At Thoresby Vale Primary we will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Children who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include children with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBTQ+ pupils and those perceived to be LGBTQ+.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

At Thoresby Vale, we do this by:

- Creating a safe and happy environment, in which we work to build positive relationships and a culture of consideration and care for others.
- Creating and supporting an inclusive environment which promotes a culture of mutual respect. Diversity is valued and everyone is welcome in our school.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.

- Actively providing systematic opportunities to develop pupils' social and emotional skills throughout our curriculum.
- Ensure that our children understand the differences between relational conflict and bullying.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play through our Project Play
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.
- Regularly update and evaluate our approaches to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour
- Actively create safe spaces for vulnerable children.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

Reporting bullying

At Thoresby Vale, our children are encouraged to talk to staff when they are unhappy or have concerns. Children in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Children are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

When children report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Parents / carers are also encouraged to report any concerns and bullying to their child's class teacher.

Visitors or bystanders should report bullying at the academy's main reception and it will be passed on to the appropriate member of staff and the incident will be dealt with, using the same protocols.

Responding to Bullying

Obligatory Actions	Practice, procedure or actions specific to Thoresby Vale
Determination of case. Is it bullying?	Principal involved. Teachers and other staff members may also be involved in this process.
Ensure immediate safe space for the alleged victim/s.	We will provide assurances to the child that their concerns have been listened to and action will be taken. Necessary staff will be informed so that close monitoring of the victim and bully can begin.
Statements will be taken from the alleged victim, perpetrator and witnesses.	We will consider who else is involved and what roles they have taken. We will send a clear message that the bullying must stop. We will work with both parties to find solutions.
Parents / carers of all parties will be informed at the appropriate opportunity.	
A full recording of the incident / allegation will be logged on My Concern – same day	
Follow up meetings could be arranged with parents / carers where appropriate.	There may be instances where there is a need for broader interventions such as Early Help etc.
Sanctions, consequences and next steps will be actioned.	We will identify the most effective way of preventing re-occurrence and any consequences. Sanctions will be used as appropriate and in consultation with all parties concerned.
Involvement of other agencies	If necessary and appropriate, the police or other local services will be consulted. There may be instances where parents have made contact with the police themselves.
Safeguarding	We will consider any safeguarding concerns. These will be reported to the Designated Safeguarding Lead.

When responding to cyberbullying concerns, the academy will take all available steps to identify the bully, including looking at the academy systems, identifying and interviewing possible witnesses and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user

Where the bullying takes place outside of the academy site, then the academy will ensure that the concern is investigated, and that appropriate action is taken in accordance with the academy's behaviour policy.

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give children the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and Junior Leadership Team.

Procedures for parents

- If a parent has any concerns about their child they should speak to the class teacher immediately. The principal is always informed of any bullying concerns at Thoresby Vale and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the principal.
- The school will work with both the child and the parents to ensure that any bullying is stopped, and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the child.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the complaints policy.

All members of the school community, including children, staff, parents and governors, are expected to always treat everyone with dignity and respect. This includes both face-to-face contact and online.