THE CHURCH OF ENGLAND EDUCATION OFFICE

All Saints Church of England Primary School

'Playing our part in God's plan as we journey together to achieve the best for ourselves and others'

ANTI-BULLYING POLICY

Introduction

All Saints Church of England Primary School is committed to providing a safe and secure environment where pupils flourish. Under our Christian values of Love, Hope and Community, we recognise that safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all staff should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.

School statement on bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims and purpose of the policy

To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour

- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures

[Related policies- e.g. Behaviour Policy/Equality Policy]

Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

Occasionally, an incident may be deemed to be bullying - even if the behaviour has not been repeated or is not persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying and child-on-child abuse. If the target or alleged perpetrator might be in danger, then intervention is urgently required, including a safeguarding referral.

Child on child sexual violence and sexual harassment

Sexual violence and sexual harassment can occur between two children of any age and sex, from primary through to secondary stage and into colleges. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable. As set out in Part one of Keeping Children Safe in Education, all staff working with children are advised to maintain an attitude of 'it could happen here'. Addressing inappropriate behaviour (even if it appears to be relatively innocuous) can be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future.

Reporting bullying

At All Saints CE Primary School, children know that they can speak to any adult in school if they have any worries or concerns, including any issues around bullying. They are reminded of this regularly and adults are available during all break times should children need to talk to them. Children sometimes confide in their friends who then also become worried or concerned, so we remind children they too should share if they have any concerns about a friend.

In this school, children are actively encouraged to share worries and talk to an adult directly if they are upset. We also have 'drop ins' with our Wellbeing Lead of a lunchtime to support children. We try and provide different ways for children to express any concerns they have, including a worry box in their classroom if they do not want to share verbally.

Reporting- roles and responsibilities

- Staff - All staff have a duty to challenge bullying (including HBT bullying and language), report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.
  Mrs Janet Ellison, our PSHE Lead is also our Anti-bullying Co-ordinator.

- Senior staff - The Senior Leadership team and the headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

  Mrs Hall, Headteacher and Mrs Ellison, Assistant Headteacher have the overall responsibility for anti-bullying in this school.

- Parents/carers - Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying.

  Parents/Carers should contact the school office to make an appointment with their child's classteacher in the first instance or with or a member of the Leadership Team if they are concerned about bullying.

- Pupils - We do not tolerate bullying at this school. Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

Responding to bullying
When bullying has been reported, the following actions will be taken:

1. Staff will record the bullying on an incident reporting form and also record the incident centrally on CPOMS, our electronic recording log.
2. Designated school staff (Leadership Team) will monitor incident reporting forms and information recorded on analysing the results.
3. The headteacher will report to the governing body re: bullying incidents and outcomes (not specific details)
4. Support will be offered to the target of the bullying from the class teacher, Leadership Team, possible Wellbeing support and buddy system (peer support).

5. Staff will proactively respond to the bully who may require support from the class teacher, Leadership Team, *or* through possible Wellbeing support.
6. Staff will assess whether parents and carers need to be involved.
7. Staff will assess whether any other authorities (such as police of local authority) need to be involved, particularly when actions take place outside of school.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside if school and report and respond according to their responsibilities outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS *and* follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using CPOMS.

Prejudice based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitors in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying. (on display in school)
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.

- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Circle Time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Peer-mentoring, pupil-led programmes such a Cyber Ambassadors, offer support to all pupils
- Restorative justice systems provide support to targets of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups the school council, Cyber Ambassadors
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, chaplains, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

Monitoring the policy

The headteacher and anti-bullying lead is responsible for monitoring the policy on a day-to-day basis. The headteacher and anti-bullying lead is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

Evaluating and reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months, in consultation with the school community including staff and governors.

Policy agreed:	May 2026
To be reviewed:	May 2027