'In God's hands, we place ourselves and with the strength He gives us, we love, live and learn together.'

"We can do all things through Christ who strengthens us"
Philippians 4:13

Anti Bullying Policy 2026-2027

At All Saints' Primary School, we strive to ensure that all pupils learn in a supportive, caring and safe environment, without fear of being bullied.

This policy should be read in conjunction with our Behaviour, Inclusion, ICT, Child Protection, Single Equality and SRE policies.

Values and Principles

Our school has adopted the principles and values set out by the Directorate for Children and Young People which underpin our policy and practices on anti-bullying. These include:

The welfare of children and young people is of paramount consideration at all times and a zero tolerance approach to bullying behaviour is adopted.

There is a shared and consistent approach to anti-bullying.

We will listen to and provide support to children involved in bullying incidents.

We have clear lines of responsibility and accountability.

Staff receive appropriate training, support and supervision.

We continue to improve our anti-bullying work.

Aims of the Policy

This policy aims to ensure that the ethos and mission statement of our school are reflected. In consultation with parents and children, our basic values are:

Pupils will be in a safe, caring environment

All types of bullying are unacceptable and will be challenged

Reports of bullying will be taken seriously, acted upon and recorded

Pupils know that it is 'Ok to tell' and who to tell

There will be a clear and swift response to any report of bullying behaviour

Parents/carers will be informed of incidents as appropriate, listened to and kept informed of how their concerns are being dealt with.

Definition of Bullying Behaviour

In line with other services within the CYP Directorate, we have agreed to adopt the following definition of bullying behaviour:

Bullying may be

1. Emotionally harmful behaviour such as taunting, spreading hurtful rumours, excluding people from groups or cyberbullying (defined as 'the use of ICT, particularly mobile phones and the internet, deliberately to upset someone else').
2. Behaviour constitutes bullying if it is repetitive, wilful or persistent, intentionally harmful or if it is carried out in such a way that there is an imbalance of power leaving the person who is being bullied feeling defenceless.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

This policy applies to all adults and children in our school. It addresses bullying behaviour between children, adult and child, child and adult as well as between adults. Bullying behaviour includes bullying related to race, religion or culture, SEN or disabilities, appearance or health conditions, home circumstances, sexual orientation, sexist or sexual bullying.

It applies in and around the school building, on trips, visits and residentials and out of school where our pupils are involved.

The policy applies from a time when a bullying incident is seen or reported. All adults have a responsibility to act on suspected bullying incidents under their duty of care positions.

Preventing Bullying Behaviour

At All Saints', we employ the following strategies to actively prevent bullying behaviour:

Uphold a strong ethos

Provide a safe and secure environment

Operate an 'Ok to tell' policy

Support children who are bullied

Help bullies to change their behaviour

Use peer group pressure to actively discourage bullying.

Help children develop positive strategies and assertion techniques

Provide appropriate training for adults

Offer mentoring, counselling and peer support where necessary

Regularly remind pupils in assemblies and circle time

Regularly evaluate the playground environment and its rules

Teach the pupils about Cyberbullying as part of their ICT work, including what it is, what to do about it and how to report it. Parents are informed about Cyberbullying on the school website and at special e-safety talks held regularly for parents.

Responding to Bullying Behaviour

We have clear procedures for reporting bullying behaviour.

Should staff have concerns for themselves or others, they must report these to the Head teacher. If they have concerns about a pupil, they should complete a CPOMS record and notify the Headteacher of this record.

If any other adult to school (e.g parent helper, other professional) wishes to report a bullying concern, they can do this verbally to the Deputy Head or Head teacher to be recorded.

For parents wishing to report bullying behaviour, they should firstly speak to the relevant class teacher who must pass on the concern to the Head teacher.

Staff Procedures

The following steps should be taken after a disclosure or report of bullying behaviour:

The member of staff who has been approached must deal with it immediately.

A clear account must be recorded on CPOMS and the Head teacher notfied.

The Head teacher will interview those concerned and record the incident.

Staff will be briefed at the weekly meeting.

Parents will be contacted and kept updated.

Sanctions will be used as appropriate and in consultation with others involved.

Any complaint regarding an incident of bullying will be dealt with swiftly by the Head teacher. Those making the complaint will be requested to come into school and the facts will be established. The Head teacher will endeavour to explain the actions taken and a way forward will be suggested. Should the complaint still be upheld, it may be taken to the Chair of Governors. In this

case, the Head teacher will forward the complaint in writing to be dealt with accordingly.

Intervention Strategies

Pupils who have been bullied will be supported by:

Being given the immediate opportunity to speak to a member of staff of their choice about it

Reassurance that it will not be tolerated and will be stopped

Being offered continuous support (from outside agencies if necessary)

Restoring self-esteem and confidence.

The person who has bullied will also be helped by:

Discussing what happened

Discovering why they became involved

Establishing wrong doing and the need to change

Setting clear targets for acceptable behaviour

Working with parents to help change the behaviour (including the signposting to other agencies and sources of help if necessary)

Sanctions

Whilst each incident will be dealt with on an individual basis, there are sanctions which the pupils are aware of. These include:

Parents will be informed

Official warnings

Exclusion from certain areas of the school premises

Missing break-times or privileges

Short term exclusion

Permanent exclusion

Implementing the Policy

It is the responsibility of the Head teacher to ensure this policy is carried out and that all staff know that they are responsible for reporting incidents of bullying behaviour. It will be brought to the attention of adults, children and young people through the school website, the prospectus and the weekly newsletters as appropriate. New parents will be informed about it at the annual new starters meeting. The children will also be reminded of it in regular assemblies, circle time sessions, PSHE lessons and anti-bullying theme week.

Monitoring and Intervention

The Head teacher will collate and monitor the number, types and places where bullying occur. Recording and reporting procedures will also be checked. The staff and pupils will help to monitor its effectiveness by using maps of school safety and questionnaires including the Pupil Attitude Questionnaire on an annual basis. The termly Head teacher's report to the Governors will also update Governors on any bullying incidents as well as the effectiveness of the policy.

Communicating our Policy to Pupils

Older children may read the policy as part of anti-bullying work. They will be offered the opportunity to comment and express their views during lessons or by adding their thoughts to our central suggestions box. *We may occasionally ask pupils to complete a survey on bullying and revise our practice in light of this.

Younger children should explore bullying and our response to it through the following: Positive encouragement to behave in a kind, thoughtful and helpful way towards others. Being mindful that poor behaviour can cause hurt to others and often spoils friendships. Making regular reference to class behaviour codes of conduct.

The policy will be revised every two years by the Senior Leadership Team in consultation with staff, pupils, parents and other stakeholders.

Date of Policy: September 2026

Next Review: September 2027

Reviewer: JDUNN