School Policy:	Policy written by school

Anti-bullying Policy

All Saints CE Junior School

Approved by:	LGB
Date:	September 2026
Next review date:	September 2027

Introduction

At All Saints CE Junior School, while we strive to ensure the environment is a safe one for everyone in accordance with our vision, we recognise that pupils and adults may be bullied in school or any other setting, and believe that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils and all who work in the school.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At All Saints CE Junior School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to RBWM's social care.

This policy is closely linked with our Exclusion Policy, our Behaviour Policy, our Safeguarding Policy, our school Code of Conduct and the school's Vision, Aims and Values.

In respect to adults, the same principles as stated above apply: workplace bullying is wholly unacceptable and is contrary to the values and ethos of the school. It impacts negatively on the well-being of colleagues.

Principles

It is the responsibility of the Governing Body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

From the moment a pupil enters our school, and throughout their time at All Saints CE Junior School, we recognise that:

- every pupil is a unique pupil, who is constantly learning and can be resilient, capable, confident and self-assured;
- pupils learn to be strong and independent through positive relationships;
- pupils learn and develop well in enabling environments, in which their experiences respond to their individual needs and there is a strong partnership between practitioners and parents and/or carers
- pupils develop and learn in different ways and at different rates including pupils with special educational needs and disabilities.

Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils and adults.

We aim for all to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Bullying Definition

At All Saints CE Junior School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We agree that:

- Bullying is usually physical hurting, name calling, nasty looks or leaving people out.
- Bullying usually happens when the relationship is imbalanced.
- Bullying is usually on-going.
- It can happen face to face or online.

Types of Bullying

Cyber-Bullying

- The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Racist Bullying

- This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

Homophobic & Transphobic Bullying

- This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual, transsexual and transgender people.

Vulnerable Groups

- We recognise that some groups of pupils or adults may be more vulnerable to bullying, including:
    - Looked After or Adopted Children
    - Gypsy, Roma and Traveller heritage
    - People with Special Educational Needs or Disabilities (SEND)
    - People from ethnic minorities
    - Children entitled to Free School Meals
    - People for whom English is an Additional Language

- People who are perceived to be or are gay, lesbian, bisexual, transsexual or transgender or are parented by people from these groups.

Bullying Prevention

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied. Adults who feel they are being bullied by a colleague or parent should tell their line manager or – if the accused perpetrator is the line manager - the Whistleblowing or Grievance procedures should be used.

The School will engage in raising awareness of bullying through supporting Anti-Bullying Week each year: The Anti-Bullying Alliance www.anti-bullyingalliance.org.uk/anti-bullyinghttp://www.anti-bullyingalliance.org.uk/anti-bullying-weekweek provides information and resources to help unite people against all forms of bullying.

Code of Conduct and Shared Christian Values

Our school Code of Conduct and our Shared Christian Values are regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules and values, and staff reinforcing them, bullying should be significantly reduced. For pupils, our Code of Conduct includes the expectation that all are **SAFE**, **READY** and **RESPECTFUL**.

Children can demonstrate they are **safe**, **ready** and **respectful** by:

- Behaving in an orderly, self-controlled and safe way
- Report to school on time for registration and all lessons
- Act with dignity and show respect to members of staff and each other
- In class, make it possible for all pupils to learn
- Move quietly around the school
- Treat the school buildings and school property - as well as the property of others - with respect
- Wear the correct uniform (including PE kit) at all times with a good level of self-presentation
- Bring items into school as needed (reading book with reading journal, PE kits, etc.)
- Complete tasks to deadlines (homework etc.)
- Accept sanctions when given
- Refrain from behaving in a way that brings the school into disrepute, including when outside school

Our Shared Christian Values are:

- Compassion
- Wisdom
- Responsibility

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Responding to Bullying

All cases of alleged bullying should be reported to the Headteacher or another senior member of staff.

In any case of alleged bullying of a child by a child, either the Class Teacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded. Parents of both parties should be informed, in person or by telephone, with the conversation details confirmed subsequently in writing.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped. Extreme cases of bullying could result in the perpetrator being excluded.

In the event of the alleged bullying of a child by an adult, the Headteacher will undertake a full investigation and, where the allegation is upheld, will follow the appropriate disciplinary actions and could result in the adult's dismissal.

Similarly, allegations of adult to adult bullying will be investigated appropriately **Signs of Bullying**

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruised, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asks for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Similarly, staff should be aware of bullying behaviour amongst colleagues and act upon it by speaking to their line manager or using the Whistleblowing or Grievance procedures.