ALL SOULS' CHURCH OF ENGLAND PRIMARY SCHOOL

Anti-Bullying Policy

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1	14.10.2026	JE	Page 1 – School Vision Changed Page 5 – added reviewed every 3 years

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Within the All Souls' family, we nurture and support one another to flourish as compassionate, respectful and courageous individuals, who value and celebrate the diverse community we share. Guided by God's love and forgiveness, and rooted in our Christian

values, we work together to ensure that every person reaches their full potential, and fulfils their hopes and dreams.

At All Souls' Church of England Primary School, our policy to prevent and deal with bullying reflects the school's Christian values, is fully inclusive, reflecting the school SEN&D policy, and promotes equality of opportunity for all pupils and staff regardless of their sexual orientation, race religion or disability.

ANTI BULLYING POLICY

The Governing body and staff of the school are totally opposed to bullying. Bullying is wrong and damages children. The aim of this policy is to provide pupils at All Souls' C of E Primary School with a safe and secure working environment.

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.'

At All Souls' School staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated. As a school we are aware that bullying may be carried through the use of mobile phones or the internet. We encourage children and parents to inform us of these incidents as well.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

This policy aims to produce a consistent response by the school to any bullying incidents that may take place. Consequently, the governors have approved this policy.

Forms of bullying covered by this policy.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying (see Online Safety/Acceptable Use Policies)

Procedure

1. **Recognising the Signs of Bullying**

Bullying is deliberately harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of the different forms of bullying:

- physical
- verbal
- indirect, e.g. spreading rumours or social exclusion.

The school is aware that, with the development of modern technologies, bullying may take place away from school through text messages and online. These are taken equally seriously within the school and dealt with in exactly the same way as more direct forms of bullying.

The school recognises that any child can be bullied but certain factors can make bullying more likely:

- a lack of close friends in the school
- shyness
- race, gender, sexual orientation or social class
- a disability or some other obvious difference, e.g. stammering.

Staff will question if bullying is occurring if:

- a child becomes withdrawn and anxious
- a child's work deteriorates
- a child's attendance becomes erratic
- a child has spurious illnesses
- a child persistently arrives late at school
- a child prefers to stay with adults.

2. **Preventing Bullying**

All Souls' School will take every opportunity to demonstrate to the pupils through the curriculum, in collective worship and by example that it is totally opposed to bullying. Staff will not ignore bullying or suspected bullying. All school staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The school will advise pupils who are caught up in bullying incidents to try to stay calm and look as confident as possible. They will be reminded to be firm and clear, look the bully in

the eye and tell them to stop while trying to get away from the situation as quickly as possible. They must tell an adult what has happened straightaway.

The school will encourage pupils to report any incidents of bullying to a teacher or other adult at school. Pupils will be told that they may bring a friend with them if they wish. The school will ensure that all staff, pupils and parents, are aware of the school's anti-bullying policy.

Staff will praise and encourage pupils when they show kindness and consideration to others.

If children are being sent messages whether through the mobile phone or e-mail, they should save the messages and give the mobile phone to an adult or turn off the computer to avoid further upset. An adult should be told, so the problem can be dealt with quickly.

3. Strategy for dealing with bullying

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully. It is important that staff do not make premature assumptions and listen to all accounts of the incidents and that they adopt a problem-solving approach which encourages pupils to find solutions rather than simply justifying themselves. The following is a list of actions available to staff depending on the perceived seriousness of the situation.

- Discussions at length with the victim. This will require patience and understanding. Reassure the pupil that reporting the bullying incident was the right thing to do and make it clear to the pupil that he or she is not to blame for what has happened. Explain that the pupil should report any further incidents to a teacher or other member of staff straight away.
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Headteacher
- Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at All Souls' School. Staff will spend time to help pupils who have bullied others to change their behaviour and need to explain that bullying is wrong and makes others unhappy. They will discuss with the pupil how to join in with others without bullying and talk to the pupil about how things are going at school, his or her progress and friends. It is important to give the pupil lots of praise and encouragement when they are being kind and considerate to others.

If they own up then follow the procedure outlined below and in the Rewards and Sanctions Policy.

If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts

- Separate discussions with parents of bully and victim

- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)

- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition

- As the behaviour of the bully improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying

In order to identify incidents of bullying and the identities of bullies, at All Souls' School we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils
- All staff listen, believe, act
- Listen to other children. Often children who cannot tell an adult will confide in one of their peers.

4. Recording Incidents

All incidents of bullying and discussions with the pupils involved will be recorded along with the school's response Staff will ask the pupil:

1. what has happened
2. how often it has happened
3. who was involved
4. where it happened
5. who saw what happened
6. what they have done about it already.

This will be documented on Bromcom behaviour system.

5. Co-operating with Parents and Carers

The school will work with parents in dealing with bullying. Bullying in school is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

The school will ensure that parents are aware of the school's anti-bullying policy. Parents, carers and families are often the first to detect symptoms of bullying. Common symptoms include headaches, stomach aches, anxiety and irritability.

The school will encourage parents who suspect that a child is bullying or being bullied to contact the school straightaway and to make an appointment to see the child's teacher as soon as possible. Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

6. Inclusion.

This policy fits with the Inclusion agenda as it encourages all members of the school community to consider the emotional health of others and actively sets out to build self-esteem through increased understanding of possible differences. It develops the right to stay safe from harassment and to feel secure and valued. It also makes explicit the aim that children should be encouraged to achieve through stimulating, safe and enjoyable education. Finally, children who are consistently encouraged to view racial differences in a positive light, as encouraged by our school ethos, will be more likely to make a positive contribution to our ethnically diverse society.

7. Monitoring and Review

This policy is reviewed every 3 years and monitored by the Headteacher and Governing Body to ensure that it is working as effectively as possible.