

All Saints Primary School & CLB

Anti-Bullying Policy



Our Anti-Bullying Charter

At All Saints Primary School, we believe that **every child has every chance to succeed**. Our Anti-Bullying Charter was created by pupils to reflect what matters most to us:

- We will **report any bullying** we see, hear or experience.
- We will **work in partnership** with home and school to make it better for everyone.
- We will **model positive and kind behaviour**.
- We will **celebrate our differences** and include others.
- We will **display our school values of Respect, Kindness, Determination, Honesty** at all times:
- We are **all responsible**: pupils, staff, parents and carers.

We are guided by the **United Nations Convention on the Rights of the Child (UNCRC)**:

- **Article 1**: All children have rights.
- **Article 12**: I have a right to be listened to and taken seriously.
- **Article 19**: I have a right to be protected from being hurt or badly treated.
- **Article 31**: I have a right to relax, play and take part in a wide range of activities.

Introduction

At All Saints Primary School and Communication & Language Base (CLB), we are committed to creating a safe, inclusive, and respectful environment. This policy outlines our approach to preventing and responding to bullying, in line with our Positive Relationships Policy, school values, and the UNCRC.

We believe that:

- Everyone has the right to feel safe, included, and respected.
- Bullying is never acceptable and will be addressed promptly and effectively.
- Positive relationships are central to wellbeing and learning.

Our school values **Respect, Kindness, Determination, and Honesty** are at the heart of all we do.

Definition of Bullying

Bullying is behaviour that is:

- **Intentional and repeated**
- **Hurtful**, whether physical, verbal, emotional, or online
- **Targeted** at an individual or group, often due to perceived differences or vulnerabilities

Examples include:

- Name-calling, teasing, or spreading rumours
- Physical aggression or threats
- Exclusion or isolation
- Cyberbullying via social media, messaging, or gaming platforms

Rights-Based Approach

We uphold the following UNCRC rights:

- **Article 12:** Right to be listened to and taken seriously
- **Article 19:** Right to be protected from harm
- **Article 31:** Right to relax, play, and take part in activities
- **Article 1:** All children have rights

Prevention and Culture

We promote a positive, inclusive culture through:

- Whole-school and class charters co-created with pupils
- Restorative practices and trauma-informed approaches
- Celebrating diversity and achievements
- Buddy systems and P7 monitors as role models
- Staff modelling respectful, kind behaviour
- Regular assemblies and curriculum links (e.g. Emotion Works)

Reporting and Responding

We encourage all members of our community to report bullying. We will:

- Take all reports seriously and investigate promptly
- Involve children, parents/carers, and staff in finding solutions
- Use restorative conversations to repair relationships
- Provide support for both the person being bullied and the person displaying bullying behaviour
- Record and monitor incidents to identify patterns and inform practice

Roles and Responsibilities

- **Pupils:** Speak up, include others, model kindness
- **Staff:** Listen, act, and support all children
- **Parents/Carers:** Work in partnership with the school
- **Senior Leadership Team:** Monitor, evaluate, and lead policy implementation
- **Pupil Council & Rights Respecting Group:** Lead awareness campaigns, gather pupil voice, and help review the policy

Support and Intervention

We provide:

- **Universal support** through nurturing environments and wellbeing coaches
- **Targeted support** via crisis curve plans and therapeutic spaces
- **Co-regulation and de-escalation strategies**
- **Visual supports and communication aids** throughout the school
- **Follow-up and review** after incidents

Monitoring and Review

This policy will be reviewed annually with input from pupils, staff, and parents/carers. It will be evaluated alongside our Positive Relationships Policy and wellbeing data.