

Anti-Bullying Policy

Our Anti-Bullying champion is: Mr Luke Smith - Deputy Headteacher

Last review: November 2025

Next review: November 2026 - *as part of National anti-bullying week*

1. Roles and responsibilities

The Anti-Bullying champion will:

- a) Develop this policy in line with relevant guidance and by gathering views of pupils, parents and staff.
- b) Review the progress the organisation is making in relation to the anti-bullying agenda.
- c) Ensure that this policy supports our Schools Rights Respecting School culture.

All staff in our school will:

- a) Ensure that our school ethos and values are promoted and lived as a Rights Respecting School.
- b) Model and teach appropriate respectful behaviour.
- c) Ensure the safety of all groups of pupils.
- d) Provide prompt and appropriate Support for children who have experienced bullying.
- e) Respond promptly when working with children who have bullied others.
- f) Listen to and value the views of children, families and staff

Children in our school will learn to:

- a) Understand our Rights Respecting School culture to enable them to embrace a culture that respects difference.
- b) Model appropriate, respectful behaviour at all times.
- c) Support children who have experienced bullying behaviours.
- d) Participate in the development, implementation and evaluation of the policy

In our school the Local Academy Committee is responsible for monitoring the effectiveness of this policy.

2. Our aims and objectives

- Our school will maintain a culture of respect and tolerance where differences in religion, race, style, opinion and personality are valued.
- Our school will ensure that a system of support for children who have been bullied is always evident and used effectively.
- Our school will ensure that a system that provides a clear, fair and consistent response to all incidents of bullying is always evident and used effectively.

The pupils at AMS said that the purpose of our policy is;

- *to encourage pupils to speak up and stop bullying.*
- *to ensure pupils know what to do if they see it or it is happening to them.*
- *to keep people safe and happy in school.*
- *to make people aware that they can get help and support if they are being bullied.*

3. Defining bullying

The pupils at AMS defined bullying as:

- *A form of persistent physical, verbal or online action that harms another on purpose.*
- *Happens several times on purpose.*
- *Intimidation from others doesn't have to be physically violent; it could be words or emotional bullying.*
- *Can be based on identity, culture, race, beliefs, religion, sexuality.*
- *It can include rude looks, gestures, physical harm, comments, ignoring or avoidance.*

4. Tackling bullying

The United Kingdom signed the United Nations Convention on the Rights of a Child in April 1990. These rights are described in the following extract from the United Nations Children's Fund (UNICEF) website:

"...basic human rights that children everywhere have: the right to survival; to develop to the fullest; to protection from harmful influences, abuse and exploitation; and to participate fully in family, cultural and social life. The four core principles of the Convention are non-discrimination; devotion to the best interests of the child; the right to life, survival and development; and respect for the views of the child."
(UNICEF, 2010 website).



Tackling bullying requires a multifaceted approach involving individuals, communities, and institutions.

Individual Strategies:

- **Self-awareness and self-care:** Develop strong self-esteem and practice healthy coping mechanisms to build resilience.
- **Assertiveness:** Learn to communicate your feelings and boundaries assertively, but avoid aggression.
- **Social skills:** Build positive relationships and avoid isolating yourself.
- **Seek support:** Talk to trusted friends, family, or a staff member about your experiences.

Community Strategies:

- **Education and awareness:** Promote understanding of bullying through workshops, campaigns, and school programs.
- **Bystander intervention:** Encourage people to intervene safely when they witness bullying.
- **Inclusive environments:** Foster a culture of respect, empathy, and acceptance.
- **Community support networks:** Provide resources and support for victims and their families.


Institutional Strategies:

- **Clear policies:** Establish strong anti-bullying policies with clear consequences for bullying behavior.
- **Training and education:** Train staff and students to recognise and respond to bullying.
- **Confidentiality and support:** Ensure victims feel safe reporting incidents and receive appropriate support.
- **Collaboration:** Work with parents, community organisations, and external services to create a comprehensive response.

Remember, bullying is a serious issue with lasting consequences. By taking action and working together, we can create safer and more inclusive environments for everyone.


The pupils at AMS believe that bullying can be tackled in the following ways:

- *We could have an online form to email teachers about bullying issues (AMS Worry Button)*
- *KS2 pupils requested a way of leaving messages for their tutors (Worry Monsters)*
- *Learn about bullying in lessons (PSHE curriculum and Assemblies)*
- *Invite visitors into school to discuss the topic of anti-bullying and promoting happy environments (MHST and Safer Schools)*
- *Teacher representatives who are trained in helping bullies/those bullied (AMS Anti-Bullying Champion and AMS Online Safety Champion)*



Safeguarding is everyone's responsibility.

Who would you talk to?



19


PROTECTION FROM VIOLENCE

See it, Hear it, Report it.

02

All Inclusive

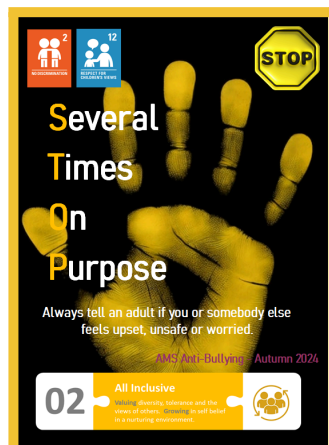
Valuing diversity, tolerance and the views of others. Growing in self belief in a nurturing environment.



Provision available in school for supporting children in regards to bullying

Our school maintains the following support for pupils:

- A rights Respecting School culture based upon shared values and an understanding of the importance of these
- Weekly assemblies to promote and support expectations and routines in our Rights Respecting School
- A strong Personal Social and Health Education programme for all pupils
- Purposeful form tutor support for all pupils supported by Year Leads for each year group
- Adult pastoral support
- A Mental Health for Schools Team
- A Pupil Parliament that ensures Pupil voice is valued and heard.
- Visible messages around the school of outside agencies that can be contacted safely and anonymously



We will address each incident of bullying individually and appropriately. This will always involve:

- Listening to the child who has been bullied about the type of support they feel they need.
- Listening to the child who has bullied and agreeing the support that they need.
- Apply rules consistently and fairly.

6. AMS Anti-Bullying Pledge

Our three core values are:

All Inclusive:

- Treat everyone with respect, regardless of their background or differences.
- Be kind and compassionate to all members of our school community.
- Create a welcoming and inclusive environment where everyone feels safe and valued.

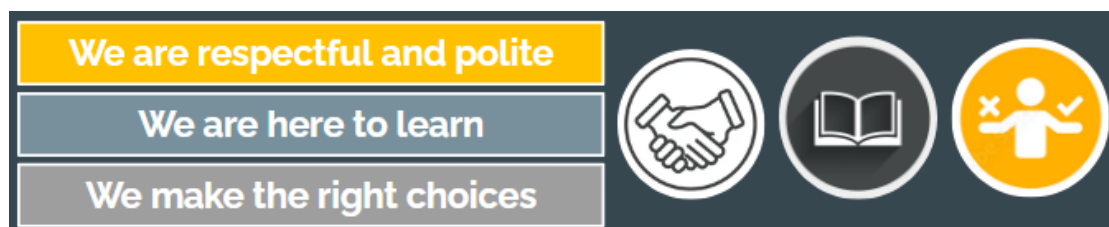
Academic Excellence:

- Use my knowledge and skills to promote understanding and empathy.
- Challenge bullying behavior and speak up for those who are being targeted.
- Encourage others to pursue their academic goals without fear of harassment.

Responsible Individuals:

- Take responsibility for my own actions and words.
- Refuse to participate in or tolerate bullying behavior.
- Report any incidents of bullying to a trusted adult.

Our three core rules are:



By committing to these values, we will contribute to a positive and supportive school culture where everyone can thrive.

7. Child Protection

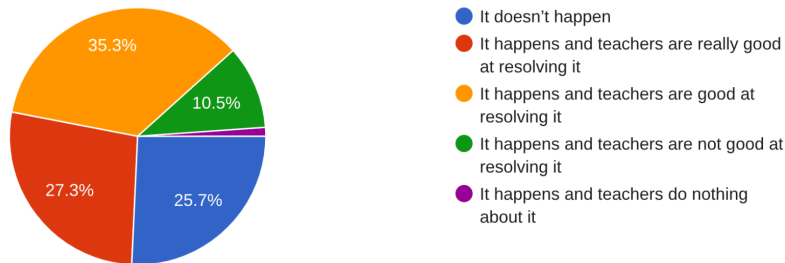
The Children's Act 1989 says a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, this will be reported to Children's Services Social Care.

8. Evaluating

Our school will continuously evaluate the effectiveness of our anti-bullying policy. This will inform the annual review of the Policy. In the Autumn term 2025 our children provided the following feedback:

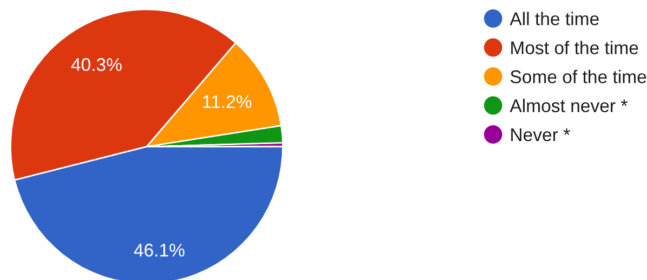
9. Is bullying a problem at our school?

447 responses

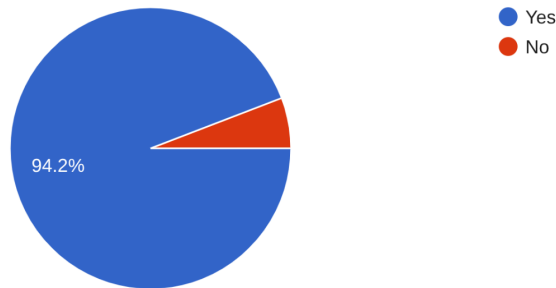


10. I feel safe when I am at school

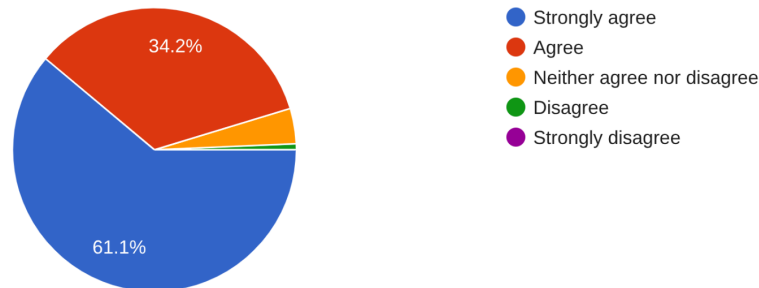
447 responses



26. I know who I would speak to if I needed help
447 responses



15. My school encourages me to respect people from other backgrounds and to treat everyone equally
447 responses



9. Procedures for parents:

- If a parent has any concerns about their child they should speak to their child's class teacher immediately.
- If a parent is worried about bullying, the matter will be referred to the Anti-Bullying Champion or another suitable senior member of staff.
- The Headteacher is always informed of any bullying concerns at school and it is their responsibility to ensure that any incidents of bullying are monitored carefully and that swift actions are taken to resolve them.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Anti-Bullying Champion or another suitable Senior member of staff.
- The school will work with both the child and the parent to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

- If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.
- All members of the school community, including pupils, staff, parents and local school committee members are expected to treat everyone with dignity and respect at all times. This includes both face-to-face contact and online.


10. Procedure for reporting suspected cases of bullying

All pupils are encouraged to report any suspected cases of bullying and tell an adult. Any member of staff who witnesses an act of bullying must record it on the school's discrimination log.

11. Consequences of bullying

Allenbourn Middle School recognises that part of teaching behaviour is providing proportionate, rational, timely and appropriate consequences for behaviour. All incidents of bullying will be dealt with through our Behaviour Guidance and the Initio Learning Trust Behaviour Policy to ensure that all pupils in our school are safeguarded at all times.


12. Our designated safeguarding team



Allenbourn Middle School

Safeguarding is everyone's responsibility.


See it, Hear it, Report it.



Designated Safeguarding Lead

Anti-Bullying Champion/KS3 PSHE Lead


Mr L. Smith



Deputy Designated Safeguarding Lead

Family Support Adviser


Mrs P. Skipp



Deputy Designated Safeguarding Lead

Headteacher


Mr M. Legge




Local School Committee Member

Responsible for Safeguarding


Mr K. Jess




Deputy Designated Safeguarding Leads:




Mrs L. Burley – SEND Lead




Mr R. Wright – Year 5 Lead
(KS2 PSHE Lead)



Mr A. Stroud – Year 6 Lead
(Pupil Parliament)



Mr C. Daw – Year 7 Lead
(Online Safety Champion)



Mr C. Hickson – Year 8 Lead

