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**Reducing bullying in school:**  
a summary of findings from the  
independent evaluation of the  
**All Together Programme –  
Phase Two**

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NATIONAL  
CHILDREN'S  
BUREAU

Part of the NCB family



ACHIEVEMENT  
FOR ALL

Programme Partner



Programme Lead



Programme Partner



Funder

“

The All Together programme has been so useful and we will definitely try to keep building on the work and changes it's helped us to make. We can't thank you enough for the resources, fantastic CPD training, workshop and for there always being a lovely encouraging response from [ABA] to any queries we've had. Thank you!”

All Together School

”

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# What is the All Together Programme?

**The All Together Programme is a whole-school anti-bullying programme for schools in England, launched in April 2017.**

The overall aim of the programme is to reduce bullying, particularly of disabled pupils and those with Special Educational Needs (SEND) and other groups research shows disproportionately experience bullying. Schools work to achieve 'All Together School' status by evidencing their work to reduce bullying and improve pupil wellbeing. The programme is funded by the [Department for Education](#) and delivered by [the Anti-Bullying Alliance](#) with support from [Achievement for All](#) and [Contact](#). It is provided free to schools across England.

## Participating schools had access to:

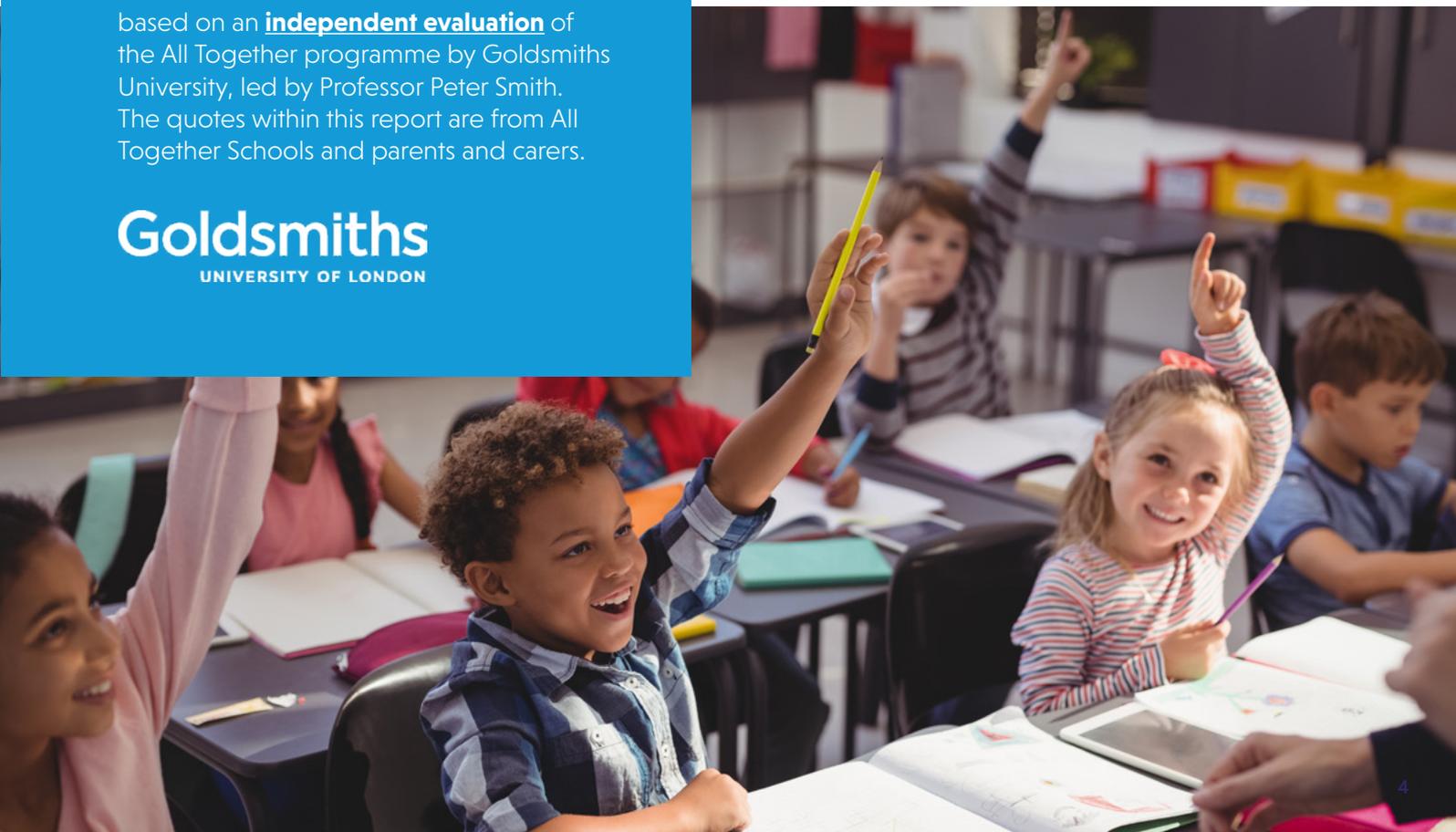
- A responsive 360° audit and action planning tool
- Resources to support implementation of their action plan
- Online CPD training for all staff
- An online pupil wellbeing questionnaire
- Some local areas had access to face to face training



This short report summarises the achievements of the second phase of the programme, which ran from October 2018 to March 2020. The information below is based on an **independent evaluation** of the All Together programme by Goldsmiths University, led by Professor Peter Smith. The quotes within this report are from All Together Schools and parents and carers.

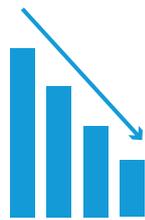
**Goldsmiths**  
UNIVERSITY OF LONDON

In addition to support to schools, the programme also provided advice and support to parents and carers (targeting specifically parents of disabled children and those with SEND).



# Summary of findings

**Bullying reduced over the course of the programme**, whether that was experience of being bullied (victimisation) or pupils bullying others. The biggest reduction in bullying was reported by pupils with SEND.



**Wellbeing improved for pupils involved in bullying** (for both target and those who bully). The greatest improvement overall was for pupils who had reported being frequently victimised, then for those who frequently bullied others. The greatest improvement was for pupils with SEND and for those in receipt of Free School Meals.



**Pupils reported feeling more positive** about school after the programme compared to before. Feeling safer at school was particularly prominent for pupils with SEND.



School leads and other professionals **reported sustained knowledge and confidence** in preventing and responding to bullying, several months after attending our training.



Two-thirds (66%) of participating schools reported **improved behaviour among pupils**.

**2/3**

**We saw drastic improvements in the way schools approach bullying** after using our audit and action plan tool. We captured their good practice and inspiring case studies to share with other schools on the programme.



**Parents/carers reported feeling more confident** about issues relating to bullying as a result of using our parent/carer information tool.



# Who took part?

Nearly 2,000 schools participated in the programme. Of these, 487 schools moved forward from the baseline stage to achieve All Together School status and 220 schools achieved an All Together School award:



**111**  
schools  
have been  
awarded  
Gold All  
Together  
School status



**71**  
schools  
have been  
awarded  
Silver All  
Together  
School status



**38**  
schools  
have been  
awarded  
Bronze All  
Together  
School status

Our online CPD-certified anti-bullying training courses were:



used by **16,000** professionals  
rated 'good' or 'excellent' by **95%**  
of users

We conducted face to face training with:

**290** school leads



**700** school staff and the  
wider children's workforce

"

It is an excellent course and gives you a greater understanding of what bullying is and how to deal with it. A super course that every school should do!

- All Together School

"

We provided advice and support to parents and carers:

**12,000** accessed our online parent information tool on bullying.

**94%** felt they were more confident about issues relating to bullying as a result of using the Information Tool.

"

Very informative of what to look for, how to respond effectively and where to go for more support.

- Parent

"

**331** parents and carers of young people with SEND received direct advice on bullying via Contact's helpline.



# What did we achieve?



At the end of this phase of All Together we saw a reduction in bullying for all pupils. We also saw improvements in wellbeing and school experiences.

This was particularly the case for pupils with SEND and those on Free School Meals (FSM). By the end of this phase, there was no disparity between levels of bullying and wellbeing compared to those without SEND.

Schools that completed All Together reported <sup>1</sup> that:

- They felt more confident in preventing and responding to bullying as a result of the programme – **99%**
- They had an understanding of the most effective principles of prevention and response to bullying as a result of the programme – **98%**
- They had an improved understanding of bullying – **93%**
- Colleagues had an improved understanding of bullying of those with SEND – **94%**
- Bullying reduced in their school – **71%**
- Behaviour improved<sup>2</sup> **66% of schools**
- Attendance improved<sup>2</sup> **29% of schools**



1 - Somewhat or strongly agreed  
2 - Somewhat or strongly



## What pupils told us

Schools had access to an online pupil questionnaire that measures bullying and wellbeing. This was a vital part of All Together as it gives direct feedback to schools from their pupils.

### A huge number of pupils undertook the questionnaire before and after the programme intervention:

- **Time 1:** Baseline questionnaire (before intervention) – **28,534**
- **Time 2:** Final questionnaire (at the end of intervention) – **11,222**

“

[The pupil questionnaire showed] Really surprising and uncomfortable results that I had to accept which made me more resolved to act – I could target my actions based on the results.

All Together School

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## i. Experiences of bullying

The questionnaires showed that bullying reduced over the course of the programme, whether that was experience of being bullied (victimisation) or pupils bullying others.

Figure 1. Prevalence of being bullied (victimisation) between Time 1 and Time 2

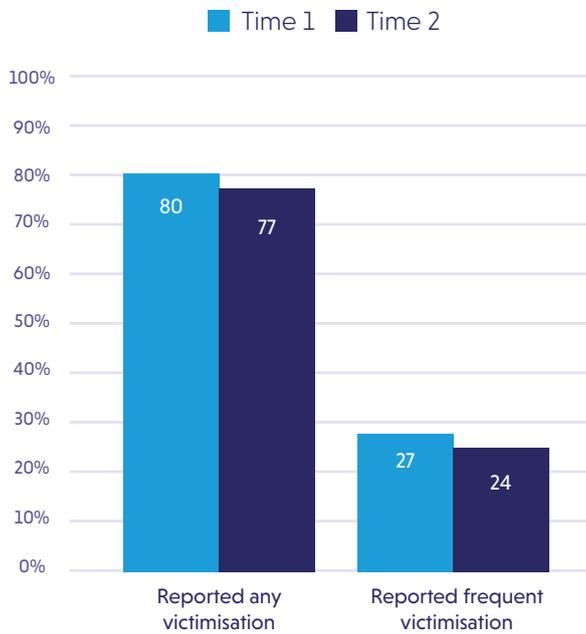
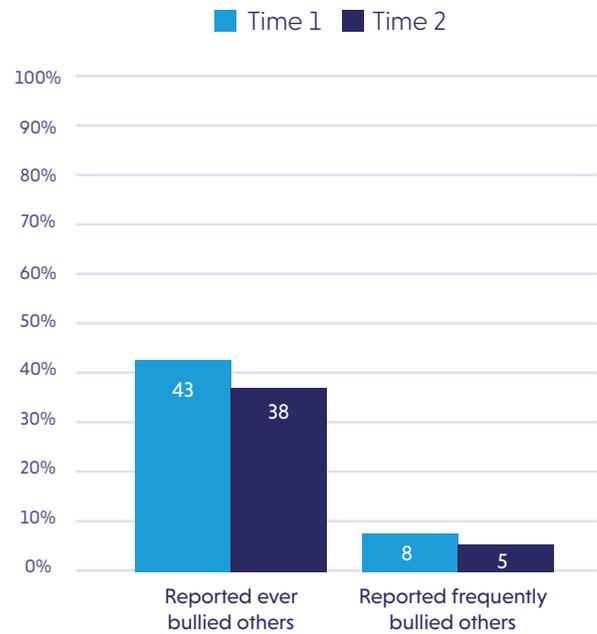
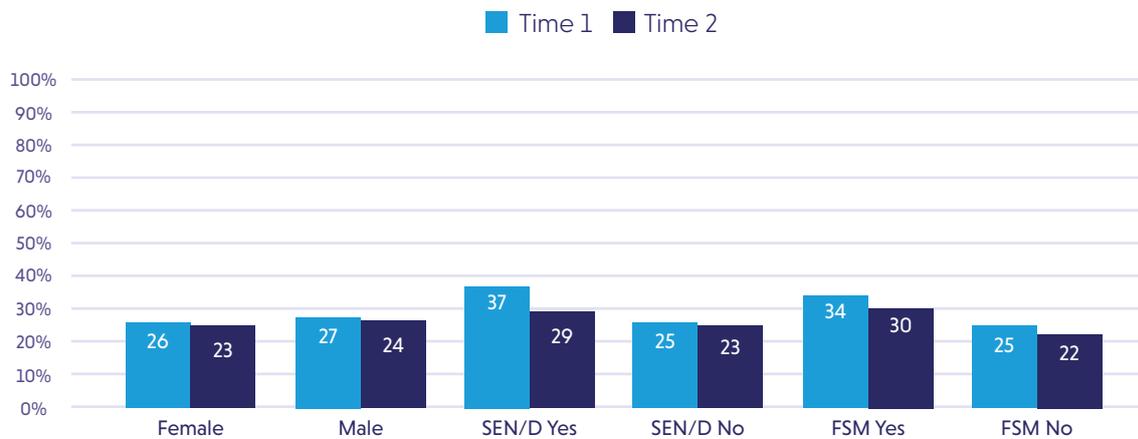


Figure 2. Prevalence of pupils bullying others between Time 1 and Time 2



**Frequent victimisation reduced across all demographics, with the biggest reduction reported by pupils with SEND. These results are extremely important. Those who are bullied frequently and over time experience the worst outcomes in adult life<sup>3</sup>.**

Figure 3. Percentage of pupils being frequently victimised by gender, SEND and FSM, between Time 1 and Time 2

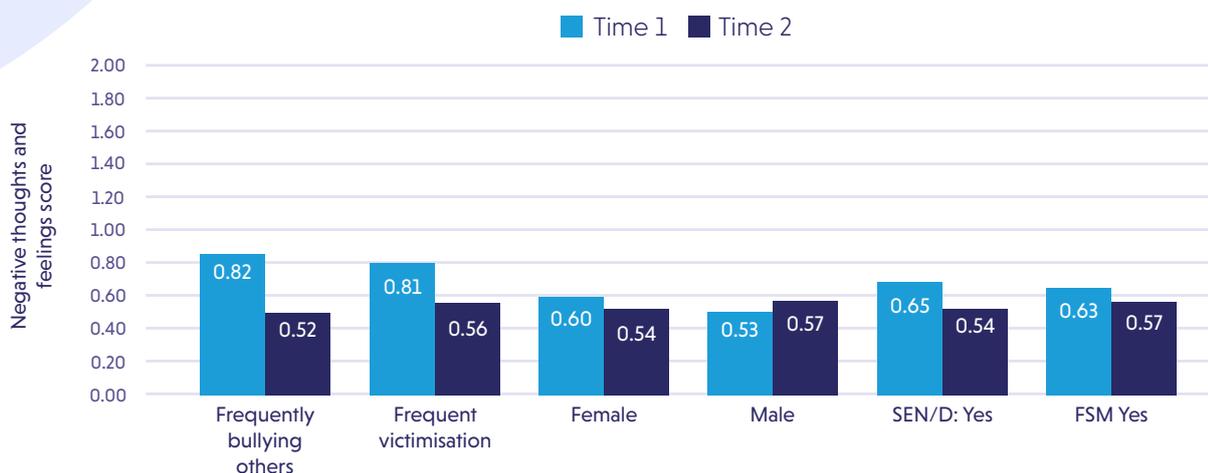


3 - Takizawa R, Maughan B, Arseneault L. "Adult health outcomes of childhood bullying victimization: Evidence from a 5-decade longitudinal British birth cohort" is published in the American Journal of Psychiatry 2015 <https://www.kcl.ac.uk/ioppn/news/records/2014/April/Impact-of-childhood-bullying-still-evident-after-40-years.aspx>

## ii. Pupil wellbeing

After the programme, pupils' wellbeing improved. Those involved in bullying were less likely to report experiencing negative thoughts and feelings.

Figure 4. Wellbeing by demographics and frequency of bullying experiences.  
NB: Higher scores mean lower wellbeing.



### iii. Feelings about school

The questionnaire asked pupils about their school experiences. This was to understand their feelings of safety, belonging and their relationships with teachers and other pupils.

After the programme, pupils' feelings about school improved, especially for pupils with SEND and those on FSM.



For pupils with SEND in particular two items had the largest improvement:

**'I feel safe at school'** and **'Other pupils don't like me'.**

“

We are a PRU and bullying or being bullied has been a part of the lives of most of our students one way or another. It has been great to see them begin to realise that it isn't right, and for them to work together with us to make sure that everyone understands what bullying is and how they can help to deal with it when it occurs.

For many it has been a big step to even acknowledge they were bullying others in the first place, for others it was the realisation that it shouldn't be a part of their lives they just had to put up with!

”

All Together School



# School audits and action plans

**Participating schools completed a 360° online audit of their current anti-bullying practice. The audit is based on a whole school measures.** It clearly helps schools see where they need to take action. They then set objectives in their action plan. We support them to implement their action plan with an online Hub of tools and resources. At the end of the programme, they complete their audit again to see what they have achieved.

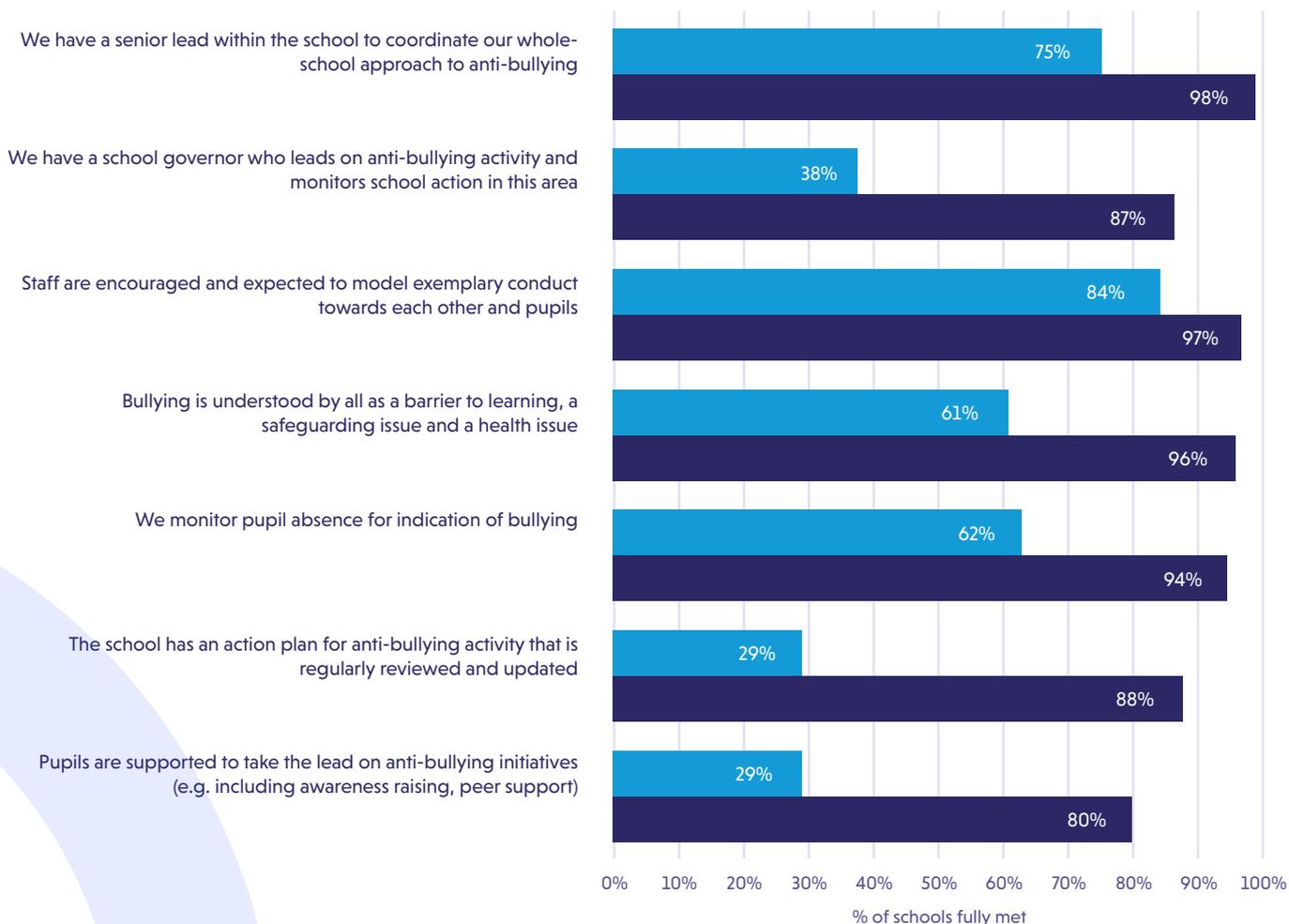
“  
 [It allowed us to] Focus on the important actions needed and worked across our Trust to achieve and improve our policy and the way our schools work with regards to anti-bullying.  
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All Together School

You can see from the graphs below that participating schools saw significant improvements in practice across the 360° audit.

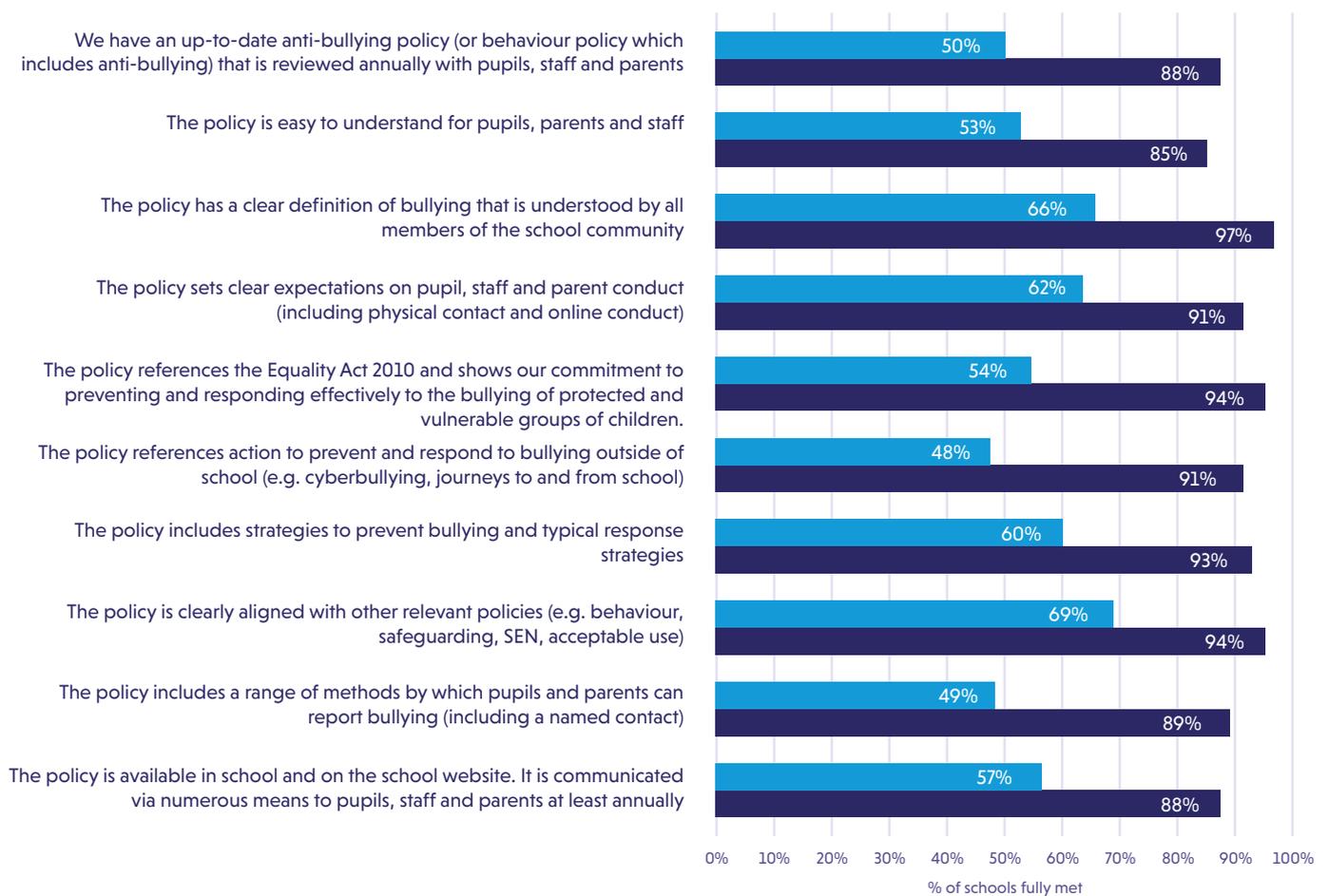
## School leadership

■ Before ■ After



## School Policy

■ Before ■ After



“

The conversation about bullying is louder and people are more open in talking about it. There is a confidence amongst staff in recognising and naming bullying.

The strengthening of our policy gives pastoral staff confidence in handling challenging cases. The work of the student anti-bullying ambassadors has been brilliant and will grow too.

All Together School

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I feel that it is a really effective way to plan - do - review and refine the processes in place to deal with bullying concerns. The resource hub is a great benefit.

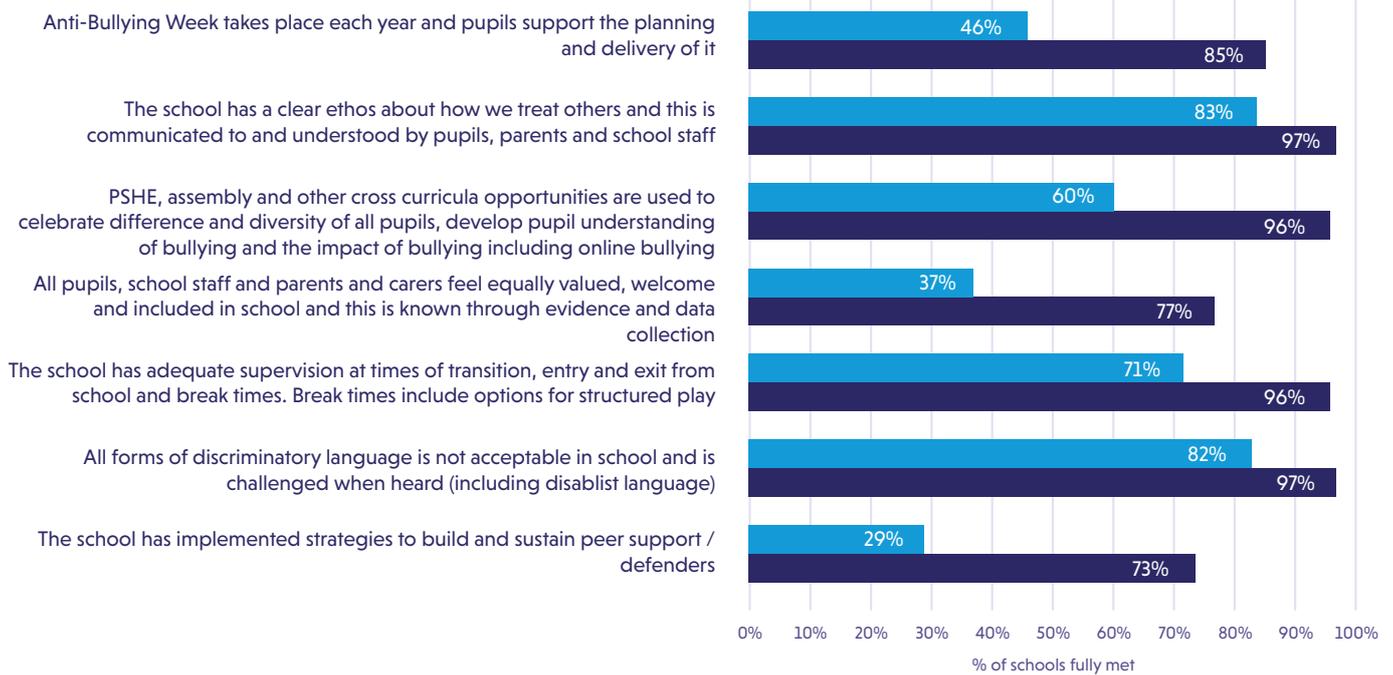
Working through the process has also made me feel more confident in my ability and knowledge to deal with reports and to help and coach others to do so too.

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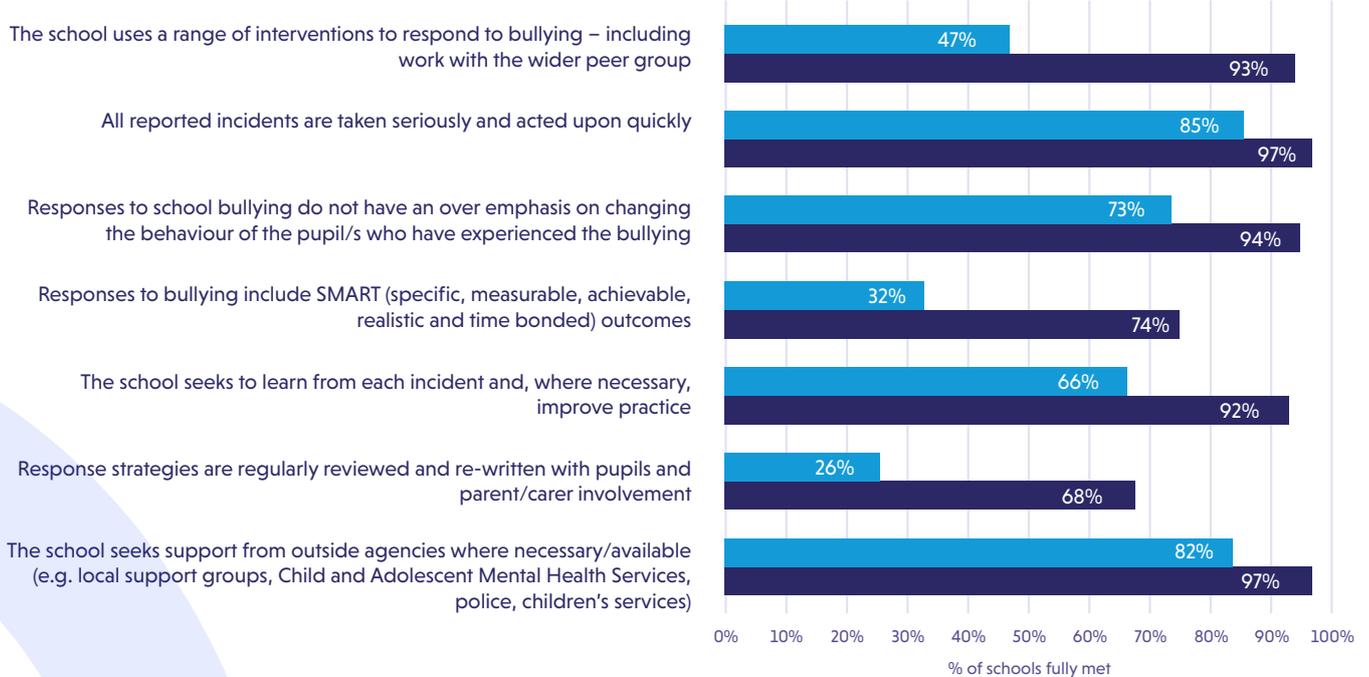
## Prevention

■ Before ■ After



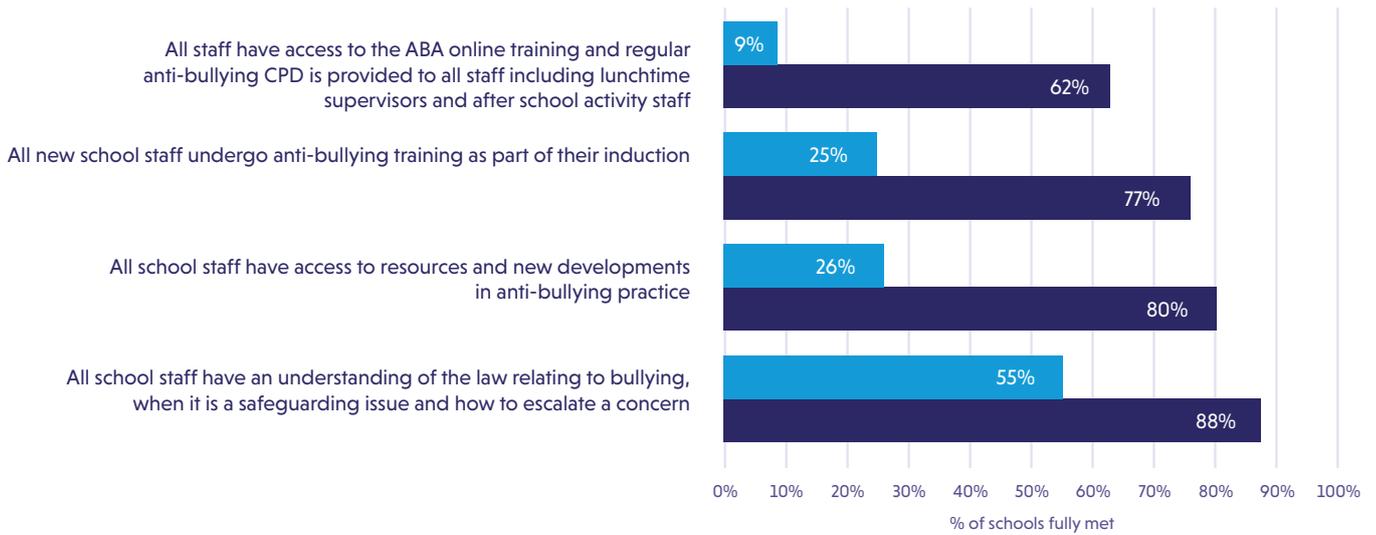
## Responding and intervention

■ Before ■ After



## Staff training and development

■ Before ■ After



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It gave us an excellent overview of where we actually were with our Anti-bullying strategies from everyone's point of view - children, staff, parents and governors.

All Together School

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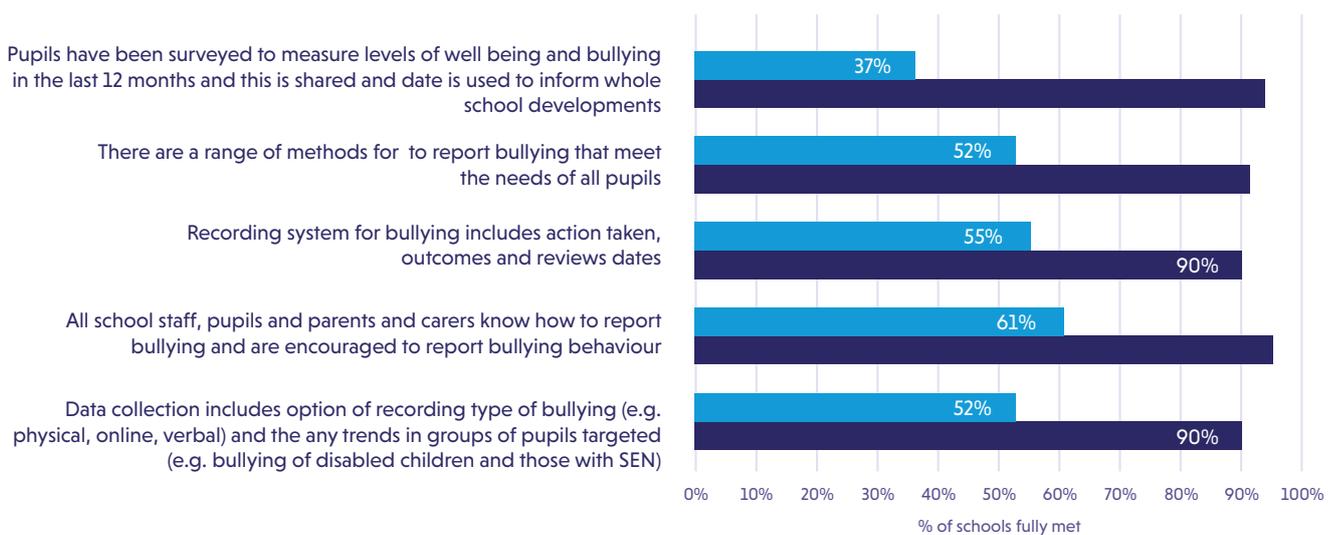
The Hub has been an excellent resource. We have used all the CPD with every member of staff.. As an Anti-bullying lead, it has been really useful to have access to research and updates which I have used in staff training and with the children. The site is also full of links to other websites of organisations which have helped us develop our programme and introduce restorative strategies in to school.

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## Data Collection and Evidence

■ Before ■ After



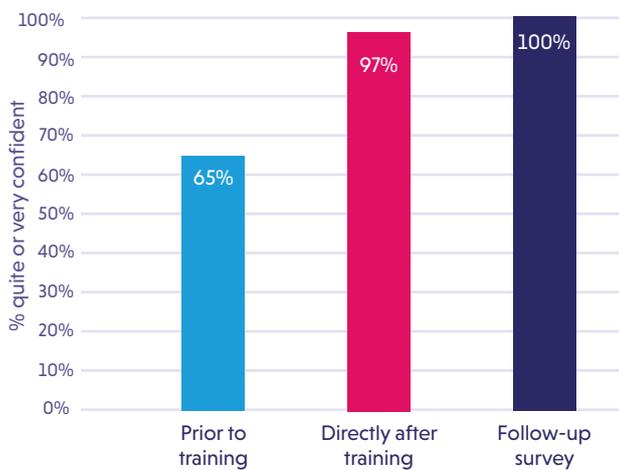
# Face-to-face training for schools and the children's workforce

We measured confidence levels<sup>5</sup> of the school and children's workforce staff that attended training, prior to the training, directly after the training session, and then a follow-up survey several months later. Confidence levels consistently increased and sustained after the training.

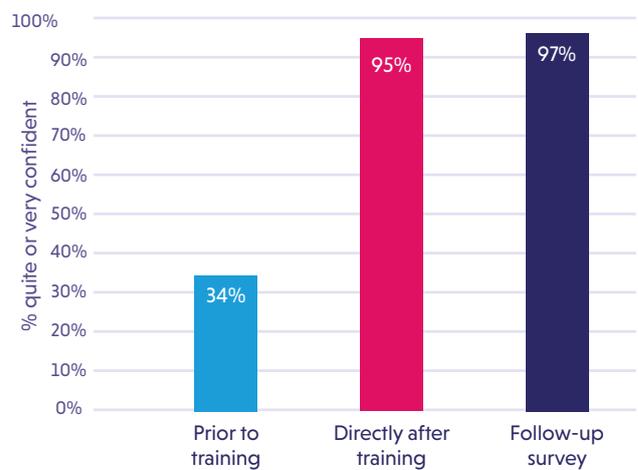
**96%** rated the training as good to excellent.

**97%** would recommend the training workshop to others.

Delegate confidence in understanding the impact of bullying on children and young people (including those with SEND)



Delegate confidence in understanding the most effective principles of prevention and responding to bullying



“

Children now trust adults in school to take reports seriously and to act on them every time in a fair and consistent way. Parents confidence is growing in our school being able to deal effectively with reports of bullying. In our recent OFSTED report it was recognised that as a school we have good processes in place and that we deal quickly and effectively with bullying concerns.

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Thank you so much. A really lovely way to boost staff morale at such a difficult time. Everyone at school will be delighted.

All Together School

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5 - The charts present the percentage of delegates who rated themselves as quite or very confident at different time periods.

We have been granted an extension on the **All Together programme** from the Department for Education to March 2021.

If you would like to become an **All Together School**, you can sign up at

[www.anti-bullyingalliance.org.uk/alltogether](http://www.anti-bullyingalliance.org.uk/alltogether)

or email us at:

[alltogether@ncb.org.uk](mailto:alltogether@ncb.org.uk)

