



Phase 1 report

October 2018



Programme Lead



Part of the NCB family



Programme Partner



Programme Partner



Programme Partner



Funder

“

I think this programme should be compulsory for all schools, I can't recommend this highly enough.

”

All Together School

What is All Together?

The All Together Programme is a whole-school anti-bullying programme for schools in England.

The overall aim of the programme is to establish All Together Schools. These are schools that have evidenced their work to reduce bullying of all pupils, including disabled pupils and those with special educational needs (SEN). The programme is funded by the [Department for Education](#) and delivered by the [Anti-Bullying Alliance](#) with support from [Achievement for All](#), [Contact](#), and the [Council for Disabled Children](#). It was provided free to schools across England.

Participating schools have access to:

- A responsive 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

The programme launched in April 2017 and the first phase ended in September 2018. Schools had just over a year to implement their action plans.

This short report summarises the achievements of the programme and is based on an independent evaluation of the All Together programme.

The quotes within this report are from All Together Schools.

“

I can honestly say this has been one of the best projects I have worked on.

”

All Together School



What did we do?

1,340 schools signed up to All Together. Of these, 405 schools moved forward from the baseline stage to achieve All Together School status and 280 schools achieved an All Together quality mark:



172
schools

(59.9%) have been awarded Gold All Together School status



88
schools

(30.7%) have been awarded Silver All Together School status



20
schools

(7%) have been awarded Bronze All Together School status

Of the schools that completed the programme:

36% Academy
3% Free school
1% Independent school
58% Maintained school
1% Other

98% Mainstream
2% Special school

Conducted face to face training with:

643 teachers and school staff
493 staff from the wider children's workforce

"
We are very proud of what we have achieved in a year and we know where we want to go next.

All Together School
"



We provided online training to around **15,000** school and children's workforce staff.

What did we achieve?

After only one year, the reported experiences of bullying by pupils, including disabled pupils and those with SEN, has reduced and wellbeing of pupils has improved across all recorded demographics.

Schools that completed All Together agreed¹ that:

- **Bullying reduced in their school** – 79% of schools
- **Their confidence in preventing and responding to bullying** (as well as that of disabled children and those with SEN) **had improved** – 99% of schools
- **Colleagues were more informed about bullying** – 95% of schools (96% of schools where it relates to disabled children, those with SEN and mental health issues)

There were also some benefits for schools outside of reducing bullying. Schools that completed the programme agreed² that All Together:

- **Improved behaviour**
75% of schools
- **Improved attendance**
35% of schools
- **Improved attainment**
43% of schools



1 - Somewhat or strongly agreed
2 - Somewhat or strongly

“

It is easy to fall into a rut and keep repeating the same things so the programme and given me food for thought and fresh ideas.

”

All Together School

“

This programme is great for helping you to improve on these areas, slowly over time without rushing.

”

All Together School



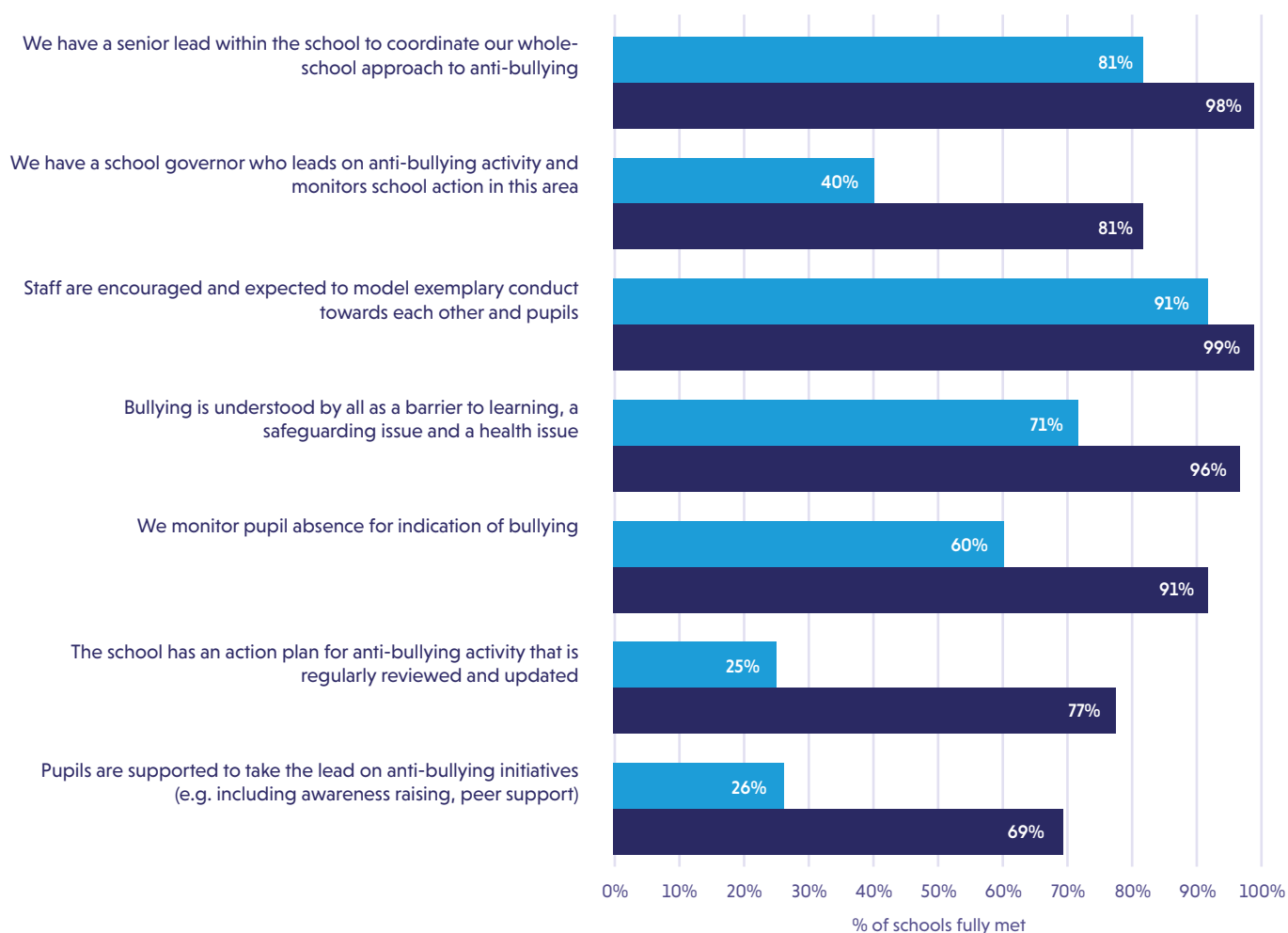
Whole school activity

We asked schools to audit their practice against our markers of a whole school approach to reducing bullying at the start of the programme. They then set objectives via an action plan. We asked them to repeat the audit at the end of the programme.

We saw significant improvements in practice across all items in the school audit.

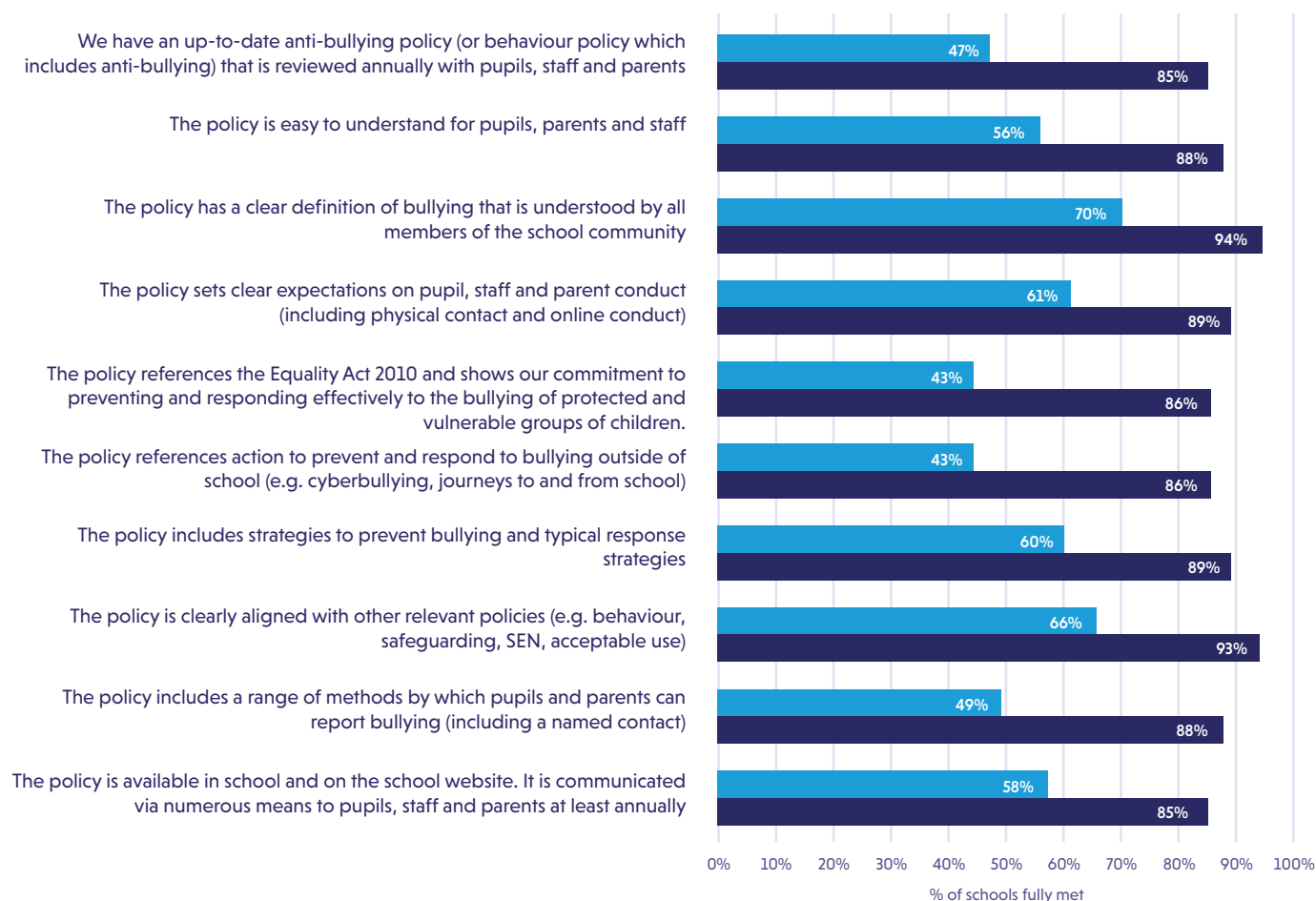
School leadership

■ Before ■ After



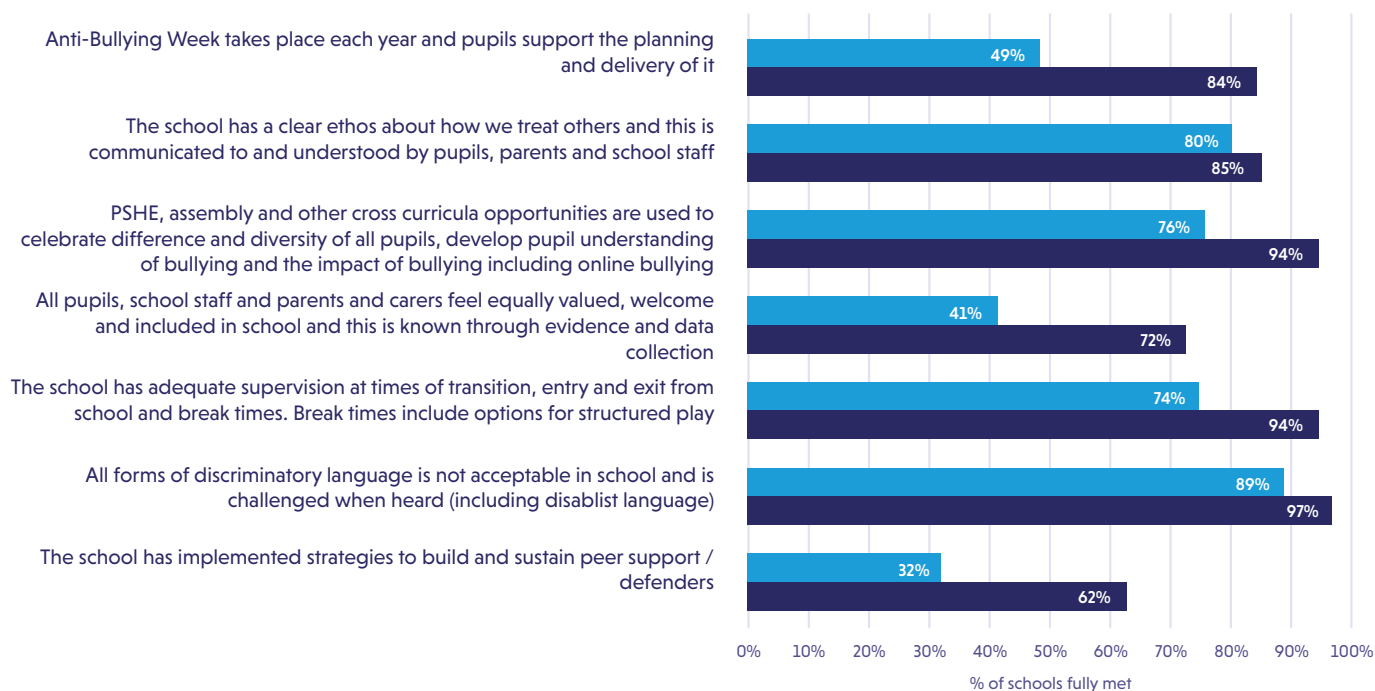
School Policy

■ Before ■ After



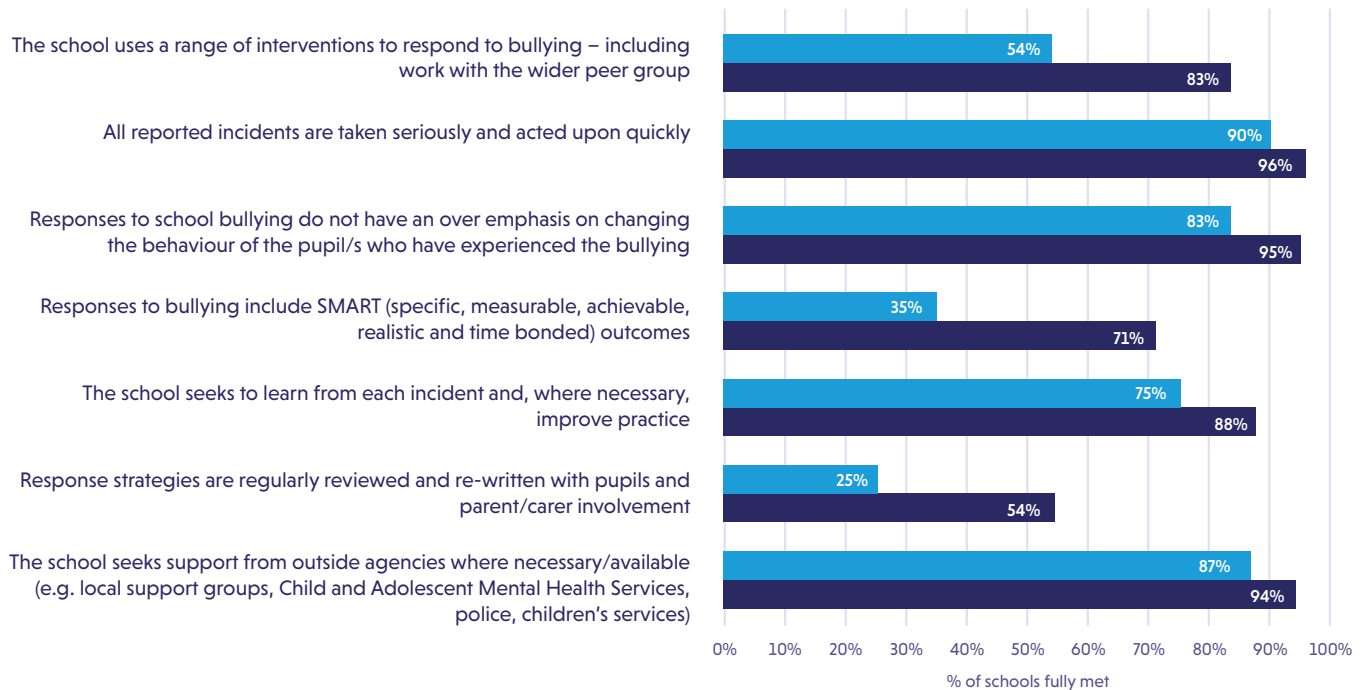
Prevention

■ Before ■ After



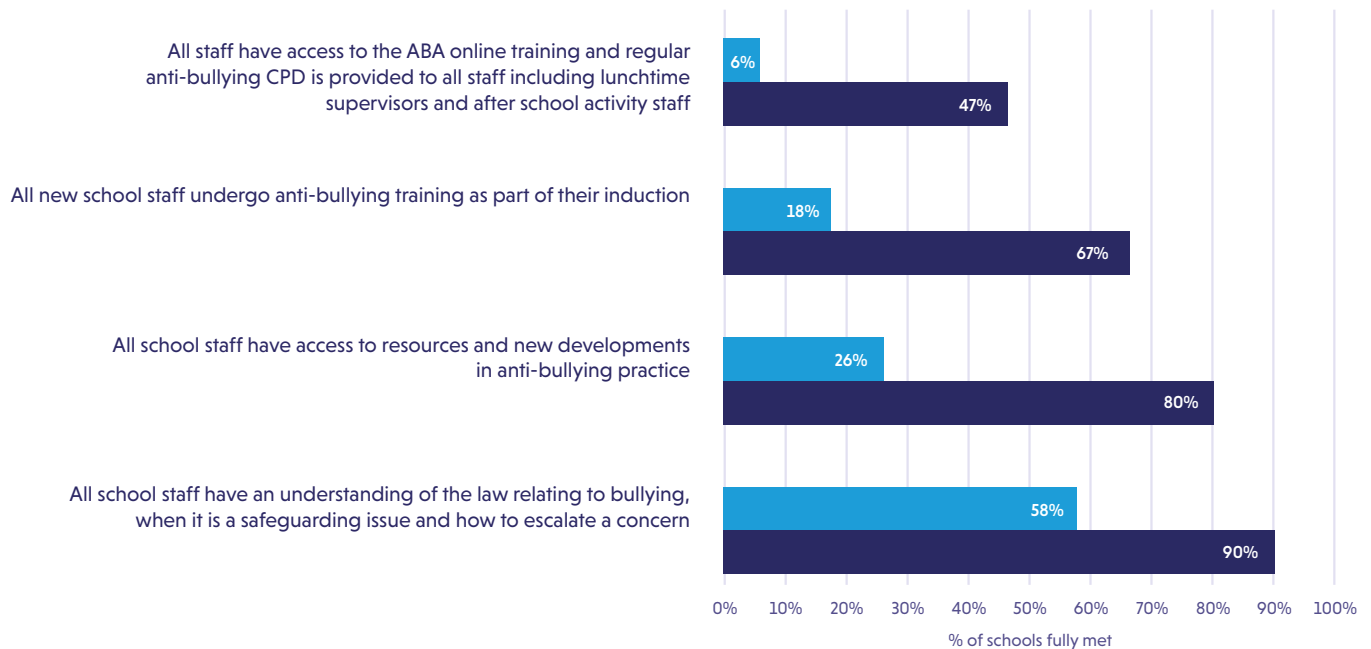
Responding and intervention

■ Before ■ After



Staff training and development

■ Before ■ After



“

Our whole staff understanding of bullying has massively improved and tackling it successfully is now a key priority shared by all. Thank you for the support!

”

All Together School

“

It has changed our approach to Anti-Bullying and allowed us to incorporate fresh ideas.

”

All Together School

“

We have really enjoyed the programme. It is well structured and very resourceful.

”

All Together School

School resources including online training

We provided schools with hundreds of resources from across the anti-bullying sector, including our free online CPD training. Resources and tools were a particularly popular part of the programme.

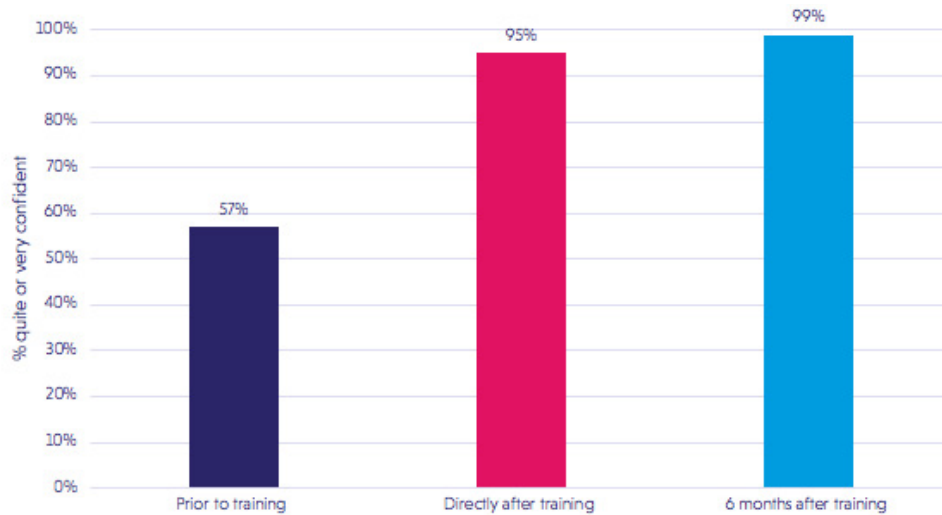


Face to face training

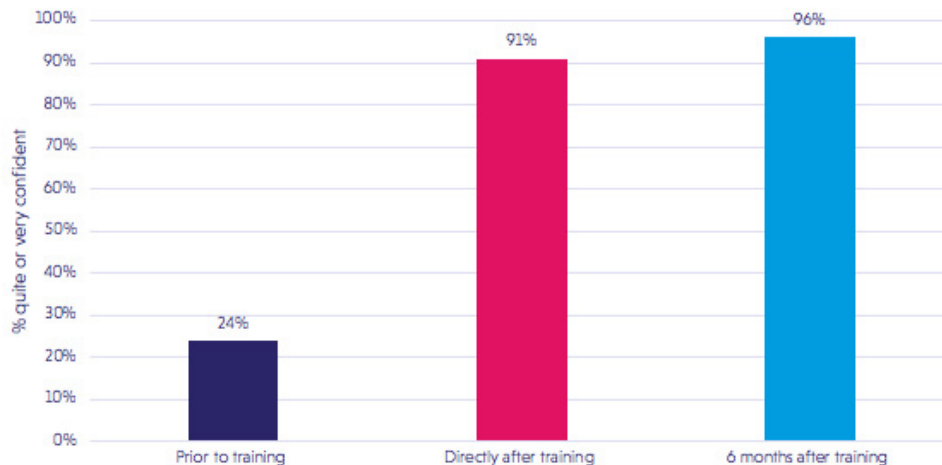
We measured confidence levels of the school and children's workforce staff that attended training, prior to the training, directly after the training session, and then six months later.

Confidence levels consistently increased and sustained after the training.

Delegate confidence in their understanding of the impact of bullying on disabled children / those with SEN



Delegate confidence in their understanding of the most effective ways of preventing and responding to the bullying of disabled children / those with SEN



In the follow up survey respondents said they have made changes³ in school in the way they:

Prevent bullying of pupils
89% of respondents

Respond to bullying of pupils
81% of respondents

3 - Some or significant changes

Wellbeing questionnaire

Schools had access to an online pupil wellbeing questionnaire as part of the programme. They could complete the questionnaire at the start of the programme and at the end. This was a vital part of All Together as it gives us direct feedback from pupils involved in the programme.

"

The questionnaires were well worded, allowing for all students to put their views forwards across the academy. Results were extremely valuable in identifying areas requiring additional work not picked up through the audit alone.

All Together School

"

To ensure the total anonymity of those participating in the survey, pupils did not have to self-identify. Schools uploaded pupil data and characteristics directly to the online platform where it was encrypted. The results collected were based on the demographics of SEN/ Disability status, Free School Meals (FSM), school year, and gender.

"

This was a wonderful program! The staff were great and we found it a very useful experience! Thank you so much for all of your hard work, and thank you - it has been such a worthwhile programme for both children and adults in school.

All Together School

"

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

- **Baseline questionnaire** (before intervention)
21,107 pupils
- **Final questionnaire** (at the end of intervention)
17,401 pupils

Analysis from schools showed that bullying experiences reduced over the course of the programme as well as bullying perpetration. Pupil wellbeing also improved across all demographics. This was especially the case for disabled pupils, those with SEN, and for children in receipt of free school meals.



We saw the biggest changes in **frequent** victimisation (frequently experiencing bullying) and in bullying **frequently** perpetrated towards others. This is especially important because it is those who are bullied frequently and over time that experience the worst outcomes in adult life⁴. While reporting of frequent victimisation reduced across **all** demographics, the greatest reduction was with pupils with SEN.

Overall, the evidence presented highlighted the extremely positive result that, after only one year on the programme, pupils were experiencing less bullying and greater levels of wellbeing.

"

Children in our school feel more comfortable talking about incidents and working with adults to resolve them.

All Together School

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4 - 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>

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

If you would like to become an **All Together School**, or if you would like to achieve higher **All Together School** status, you can fill in an expression of interest form at:

www.anti-bullyingalliance.org.uk/alltogether