



Anti-Bullying Policy

**School Mission Statement
Federation of The Downs and Northbourne
CEP Schools**

Our mission is to create a school in which every member feels valued, irrespective of their race, gender or disability and where the development of the whole child is paramount.

We expect high standards from all, and try to provide the maximum opportunities for every member to fulfil their individual potential. Our Christian ethos encompasses tolerance and cultural diversity which will enable us to embrace the challenges of our world.

We strive to make our learning and working environment a safe, but vibrant and stimulating place from which children can begin their journey of lifelong learning.

Last Review Date:	Next Review Date:			
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The Federation of The Downs and Northbourne Church of England Primary Schools

Anti-Bullying Policy

As a Church of England School this policy is read within the context of the Christian values and teachings of our school.

1) Objectives of this Policy

This policy outlines what our school will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

2) Our school community:

Discusses, monitors and reviews our anti-bullying policy on a regular basis.

Supports all staff to promote positive relationships and identify and tackle bullying appropriately.

Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy.

Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.

Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3) Definition of bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**”.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

4) 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 LDD (learning difficulties or disability).

Bullying related to appearance or health conditions.

Bullying related to sexual orientation (homophobic bullying).

Bullying of young carers or looked after children or otherwise related to home circumstances.

Sexist, sexual and transphobic bullying.

5) Preventing, identifying and responding to bullying

The school community will:

Work with staff and outside agencies to identify all forms of prejudice-driven bullying.

Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.

Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.

Train all staff including lunchtime staff, learning mentors and LSU staff to identify bullying and follow school policy and procedures on bullying, including recording incidents of bullying.

Actively create “safe spaces” for vulnerable children and young people.

Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

6) Involvement of students

We will:

Regularly canvas children and young people’s views on the extent and nature of bullying.

Ensure students know how to express worries and anxieties about bullying.

Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.

Involve students in anti-bullying campaigns in schools.

Publicise the details of help-lines and websites.

Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.

7) Liaison with parents and carers

We will:

Ensure that all parents / carers know who to contact if they are worried about bullying.

Ensure all parents know about our complaints procedure and how to use it effectively.

Ensure all parents / carers know where to access independent advice about bullying.

Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

8) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including: Behaviour policy	The teaching of Citizenship and PSHE Education
Complaints policy	Actions plans taking forward the Every Child Matters Agenda (including pupil well-being and community cohesion)
Safeguarding procedures	
Confidentiality policy	E-safety policy
The Single Equality Scheme	The recording of racial incidents