

The Bowland Schools Federation

Anti-Bullying Policy



In our schools we:

Reach Up

We reach up to God to show us the way

Reach In

We reach inside for the courage and wisdom of the Holy Spirit, to help us reach God's goal for us

Reach Out

We reach out to everyone with the kindness and compassion of Jesus

The purpose of this policy statement is:

- to prevent bullying from happening between children in our schools
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying

CONTEXT

The Bible commands us to love our neighbour as ourselves (Mark 12:31) and to treat others the way we would like to be treated (Luke 6:31). There is no place in our Church School Federation for belittling or abusing someone. Every person, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation is created in the image of God (Gen. 1:26-27; James 3:9-10) and is worthy of the dignity that God gives to every person.

This policy statement applies to all members of our school family. It should be read in conjunction with:

- Our Children's Anti-bullying Policy
- Our Safeguarding Policy

- Our Online Safety Policy
- Our Child-on Child Abuse Policy

What is bullying?

Bullying includes a range of abusive behaviour that is:

- Repeated
- intended to hurt someone either physically or emotionally.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. NSPCC Learning provides summaries of the key legislation and guidance on:

- **bullying and cyberbullying**
- **online abuse**
- **child protection in each nation of the UK**

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of

harm or abuse

- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing behavioural expectations that set out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- communicating regularly with staff, volunteers, children and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place

Our regular discussions with staff, volunteers, children and families will focus on:

- our federation family's responsibilities to look after one another and uphold our expectations for behaviour
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well

Responding to bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders

- our organisation as a whole
- We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

More information about responding effectively to bullying is available:

- **protecting children from bullying and cyberbullying**
- **recognising and responding to abuse**

Diversity & Inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation

Find out more about:

- **safeguarding children who come from Black, Asian and minorities and ethnic communities**
- **safeguarding d/Deaf and disabled children and young people**
- **safeguarding LGBTQ+ children and young people**
- **safeguarding children with special educational needs and disabilities (SEND)**

Nominated anti-bullying lead

Name: Mrs. Scholz - Headteacher

NSPCC Helpline 0808 800 5000

We are committed to reviewing our policy and practice at least once a year.

This policy was agreed by the Governing Body on Monday 11th March 2024 and will be reviewed on a 12 monthly basis.

+ More ways to help you protect children



Sign up to our weekly safeguarding current awareness newsletter
nspcc.org.uk/caspar



Visit nspcc.org.uk/vcs for more information and resources for voluntary and community organisations



Take our introductory safeguarding and child protection training
nspcc.org.uk/cpintro