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| Date of Issue | Anti-Bullying Policy | Policy Owner |
| Nov. 2014 |  |
| Review Date |  | JHE |
| Nov. 2016 |  |

1. **Purpose**
   1. The purpose of the policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils.
   2. Bedford Free School accepts its responsibility under the Education Act 2002 to ‘safeguard and promote the welfare of pupils’; its responsibility under the Children’s Act 2004 to ‘ensure that children and young people are safe from bullying and discrimination’; its responsibility under the Education and Inspections Act 2006 (section 89), and the Equality Act 2010.
   3. This policy is also aligned with DfE guidance “Preventing and tackling bullying - Advice for Headteachers, staff and governing bodies” -DfE October 2014)
   4. Bullying is defined as ‘behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.’ (Preventing and tackling bullying - Advice for Headteachers, staff and governing bodies, October 2014)
2. **Policy**
   1. This policy covers all types of bullying including:

* Bullying related to race, religion or culture.
* Bullying related to special educational needs.
* Bullying related to appearance or health conditions.
* Bullying related to sexual orientation.
* Bullying of young carers or looked after children or otherwise related to home circumstances.
* Sexist or sexual bullying.
* Cyber bullying
  1. To prevent, identify and respond to bullying, Bedford Free School will:
* Work with staff, parents and outside agencies to identify all forms of prejudice-driven bullying.
* Actively provide systematic opportunities to develop pupils’ social and emotional skills, including their resilience.
* Consider all opportunities for addressing bullying including through the curriculum and peer support.
* Train all staff to identify bullying and follow school policy and procedures on bullying.
* Actively create ‘safe spaces’ for vulnerable children.
  1. Bedford Free School will actively involve pupils to:
* Regularly canvas their views on the extent and nature of bullying.
* Ensure pupils know how to express worries and anxieties about bullying.
* Ensure pupils are aware of the range of sanctions which may be applied against those engaged in bullying.
* Involve pupils in anti-bullying campaigns in school.
* Publicise the details of helplines and websites.
* Offer support to pupils who have been bullied.
* Work with pupils who have been bullying in order to address the problems they have.
  1. Bedford Free School will liaise with parents and carers to:
* Ensure parents/carers know whom to contact if they are worried about bullying.
* Ensure parents/carers know about our complaints procedure and how to use it effectively.
* Ensure parents/carers know where to access independent advice about bullying.
* Work with the local community to address issues beyond the school gates that give rise to bullying.

1. **Responsibilities** 
   1. It is the responsibility of all staff including Governors, Principal, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
   2. It is the responsibility of the senior member of school staff, identified to lead on the implementation of this policy, to ensure it is communicated to the school community.
   3. It is the responsibility of pupils to abide by this policy.
2. **Related Documents**
   1. Safeguarding and Welfare Policy
   2. Complaints Policy
   3. Pupil Behaviour Policy
   4. Anti-Bullying Procedure
   5. Preventing and tackling bullying - Advice for Headteachers, staff and governing bodies - DfE October 2014)

<https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/368340/preventing_and_tackling_bullying_october14.pdf>

1. **Monitoring, Evaluation and Review**
   1. The school Governors are responsible for ensuring the Free School adheres to this policy and that this policy is periodically monitored and reviewed.
   2. A termly statistical report will be shared with the LA in accordance with other local schools.
   3. An annual report will be made to the governing body, including statistics regarding:

* The number of reported concerns.
* Monitoring information about the pupils involved.
* Motivations for bullying
* Actions taken and outcomes
  1. This policy will be reviewed at least every two years.