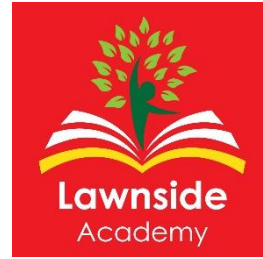


Lawnside Academy

Anti-Bullying Policy



1. Introduction

Lawnside Academy is committed to providing a caring, inclusive, safe and positive environment in which all pupils can learn, thrive and achieve. Bullying of any kind is unacceptable and will not be tolerated.

This policy has been developed in accordance with:

- Education and Inspections Act 2006
- Equality Act 2010
- Keeping Children Safe in Education (KCSIE)
- DfE *Preventing and Tackling Bullying* guidance
- DfE Online Safety guidance
- United Nations Convention on the Rights of the Child (UNCRC)

The school recognises that bullying can have a significant impact on a child's educational attainment, emotional wellbeing, confidence and mental health. We are committed to taking proactive steps to prevent bullying and responding swiftly and effectively when concerns arise.

2. Definition of Bullying

The Department for Education defines bullying as:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group."

Current DfE guidance further recognises that bullying often involves an **imbalance of power**, making it difficult for the victim to defend themselves.

Bullying may be:

Physical

- Hitting

- Kicking
- Pushing
- Damaging belongings

Verbal

- Name-calling
- Threats
- Insults
- Derogatory comments

Emotional or Indirect

- Exclusion from groups
- Spreading rumours
- Intimidation
- Humiliation

Cyberbullying

- Social media abuse
- Text messages
- Group chats
- Sharing images without consent
- Online harassment
- Fake accounts or impersonation

Bullying can occur face-to-face or online and may occur both within and beyond the school environment where it impacts pupil welfare or the orderly running of the school.

3. Forms of Bullying

The school recognises that bullying may be motivated by prejudice or discrimination and may relate to:

- Race, ethnicity or nationality
- Religion or belief
- Disability or additional needs
- Sex
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Looked After status

- Adoption status
- Young carer responsibilities
- Socio-economic factors
- Appearance or health conditions

The school takes all incidents seriously and gives particular consideration to incidents involving protected characteristics under the Equality Act 2010.

4. Aims

The aims of this policy are to:

- Create a culture where bullying is not tolerated.
 - Promote kindness, inclusion, respect and empathy.
 - Ensure pupils feel safe and supported.
 - Encourage pupils to report concerns.
 - Respond consistently and effectively to incidents.
 - Support both victims and perpetrators of bullying.
 - Educate pupils about healthy relationships and responsible online behaviour.
 - Monitor incidents and identify emerging patterns.
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5. Prevention

Lawnside Academy adopts a whole-school approach to preventing bullying.

This includes:

Curriculum

Pupils are taught about:

- Respectful relationships
- Diversity and equality
- Online safety
- Emotional wellbeing
- Conflict resolution
- Anti-bullying awareness

through PSHE, Relationships Education, assemblies and wider curriculum opportunities.

Positive School Culture

We promote:

- Positive relationships
- Inclusive practice
- Pupil voice
- Emotional literacy
- Restorative approaches
- Celebration of difference

Staff Training

All staff receive appropriate training to:

- Identify bullying behaviours
- Recognise vulnerable pupils
- Respond appropriately to incidents
- Understand safeguarding responsibilities
- Address prejudice-based bullying

Pupil Voice

The School Council and pupil leadership groups contribute to evaluating the effectiveness of anti-bullying measures and promoting positive behaviour.

6. Reporting Concerns

Pupils are encouraged to report bullying to:

- Their class teacher
- A trusted adult
- A member of the pastoral team
- A senior leader

Parents and carers should contact:

1. The class teacher
2. A member of the leadership team
3. The Principal where concerns remain unresolved

The school will always take reports seriously and investigate promptly.

7. Investigation Procedures

When allegations of bullying are made, staff will:

1. Listen carefully to all parties involved.
2. Gather relevant information and witness accounts.
3. Record concerns on CPOMS.
4. Determine whether the behaviour meets the definition of bullying.
5. Inform relevant staff and parents where appropriate.
6. Implement support and intervention measures.
7. Monitor outcomes.

The school recognises that not all friendship difficulties, fallouts or disagreements constitute bullying. Each incident will be investigated on its own merits.

8. Recording and Monitoring

All bullying incidents and concerns will be recorded on CPOMS.

Records will include:

- Nature of incident
- Individuals involved
- Protected characteristics where relevant
- Actions taken
- Outcomes
- Follow-up interventions

Senior leaders will regularly analyse records to identify:

- Trends
- Patterns
- Vulnerable groups
- Locations of concern
- Repeat incidents

This information will inform preventative strategies and governor monitoring.

9. Supporting Pupils

Pupils Experiencing Bullying

Support may include:

- Pastoral support
- Restorative conversations
- Wellbeing check-ins
- Peer support opportunities
- Safety plans
- Counselling referrals where appropriate
- Ongoing monitoring

Pupils Displaying Bullying Behaviour

Support may include:

- Restorative work
- Reflection activities
- Behaviour support
- Social skills development
- Emotional regulation support
- Parent meetings
- External agency involvement where necessary

The school seeks not only to address behaviour but also to understand and address any underlying causes.

10. Cyberbullying

The school recognises the increasing prevalence of cyberbullying.

Cyberbullying may involve:

- Social networking sites
- Messaging platforms
- Gaming platforms
- Video-sharing sites
- Mobile phones

Where cyberbullying affects pupils or the school community, the school will take appropriate action, even where incidents occur outside school hours or off-site, in accordance with its statutory powers.

Pupils are taught how to:

- Stay safe online
 - Report concerns
 - Block and report abusive content
 - Protect personal information
 - Use technology responsibly
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11. Roles and Responsibilities

Principal

The Principal will:

- Ensure effective implementation of this policy.
- Promote an anti-bullying culture.
- Ensure staff training is provided.
- Monitor bullying trends.
- Report significant concerns to governors.

Staff

All staff will:

- Model respectful behaviour.
- Challenge inappropriate conduct.
- Record concerns promptly.
- Follow safeguarding procedures.
- Support pupils involved.

Governors

Governors will:

- Monitor the implementation of the policy.
- Review bullying data and trends.
- Hold leaders accountable.
- Ensure statutory requirements are met.

Parents and Carers

Parents and carers are expected to:

- Encourage respectful behaviour.
- Report concerns promptly.
- Support school investigations.
- Monitor online activity appropriately.

Pupils

Pupils are expected to:

- Treat others with kindness and respect.
- Report concerns.
- Support peers appropriately.
- Follow school expectations.

12. Complaints

Where parents remain dissatisfied following the school's response, concerns should be pursued through the school's Complaints Procedure.

13. Monitoring and Review

The Principal will monitor the implementation of this policy throughout the year.

The Governing Body will review:

- Bullying trends
- Patterns in recorded incidents
- Prejudice-related incidents
- Effectiveness of interventions

This policy will be reviewed annually or sooner if:

- Statutory guidance changes;
- Serious incidents indicate a review is required; or
- Governing Body review identifies improvements required.

Document Control

Version	Date	Author	Notes on Revision	Ratified By	Next Review
5	September 2026	C. Johnson	Updated to reflect DfE <i>Preventing and Tackling Bullying</i> guidance; updated bullying definition to include imbalance of power; strengthened cyberbullying, protected characteristics, pupil support, recording and governance arrangements; moved to annual review cycle.	Governors	September 2027
4	March 2023	C. Johnson	Policy reviewed.	Governors	March 2026
3	March 2020	C. Johnson	Whole school review of policy.	Governors	March 2023
2	2015	D. Smith	Added pupil guidance sections.	Governors	2020
1	2013	D. Smith	Policy review (original policy created in 2009).	Governors	2015