



Lawn Manor Academy Anti-Bullying Policy

Key Contact Personnel

Nominated Member of Leadership Staff Responsible for the policy: Mr R Langdown (Deputy Headteacher & Designated Safeguarding Lead)

Named Governor with Lead responsibility: Zoe Vasiloudis

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Lawn Manor Academy Anti-Bullying Policy

Providing a safe and happy learning environment is integral to achieving the wider objectives of school improvement: raising attainment, improving school attendance; promoting equality and diversity; and ensuring the well-being of all members of the school community. If a pupil feels safe at our school, they are in a much better position to realise positive outcomes. Lawn Manor Academy is committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Lawn Manor Academy. If bullying *does* occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a ‘**telling**’ school; this means that anyone who knows that bullying is happening is expected to tell the staff.

This policy is based on DfE guidance “[Preventing and Tackling Bullying](#)” July 2017 and supporting documents; it also considers the DfE statutory guidance “[Keeping Children Safe in Education](#)” 2023. The setting has also read the DfE guidance on “[Cyberbullying: advice for headteachers and school staff](#)”.

Policy objectives:

- To outline what Lawn Manor Academy will do to prevent and tackle all forms of bullying.
- To involve the whole Lawn Manor Academy community with the adopted policy, including pupils, staff and parents/carers.
- To demonstrate commitment to developing and embedding an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Links with other School policies and practices:

This policy links with several school and/or Ascend Learning Trust policies, practices and action plans including:

- Behaviour for Learning Policy
- Complaints Policy
- Safeguarding & Child Protection Policy
- Data Protection Policy
- Lawn Manor Home-School Agreement
- Curriculum Policies
- Online Safety Policies

Links to legislation:

There are several pieces of legislation which set out measures and actions for schools and academies in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children’s Act 2004
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 2023

Responsibilities:

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the Senior Leadership Team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Definition of bullying:

- We define Bullying as ***“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.”*** (Anti-Bullying Alliance,).
- There are four key elements to this definition: **hurtful, repetition, power imbalance, intentional**
- Bullying behaviour can be:
 - Physical – pushing, poking, kicking hitting, biting, pinching etc.
 - Verbal – name calling, sarcasm, spreading rumours, threats, teasing, belittling
 - Emotional – isolating others, tormenting, hiding books, threatening gestures ridicules, humiliation, intimidating, excluding, manipulation and coercion
 - Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposures to inappropriate films etc.
 - Inline / Cyber – posting on social media, sharing photos, sending nasty messages, social exclusion
 - Indirect – can be the exploitation of others
 - Bullying is recognised by the school as being a form of child on child abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development. Bullying can happen to anyone.

Forms and types of bullying covered by this policy:

This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying & sexual assault
- Bullying via technology, known as online or cyberbullying, or Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/bi-phobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

This policy also covers analysis of incidents which may appear isolated yet demonstrate a repeated pattern of bullying-type behaviours which are impactful on a number of other members of the school community.

School ethos:

- Lawn Manor Academy community recognises that all forms of bullying, especially if left unaddressed, can have a devastating and lasting effect on individuals; it can create a barrier to learning, attendance, and have serious consequences for mental wellbeing.
- By effectively preventing and tackling bullying, our school can help to create a safe and disciplined environment where our pupils are able to learn and fulfil their potential.

Our Community:

- Monitors and reviews our Anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND.
- Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold this Anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected, so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages. Will deal promptly with grievances regarding the school's response to bullying, in line with our [Ascend Learning Trust Complaints Policy](#).
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from Ascend Learning Trust schools and other relevant organisations when appropriate.

Responding to bullying:

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. Please note that this may mean them passing it on to a more appropriate member of staff (e.g. I LEARN tutor, Year Leader, Safeguarding Officer etc.), rather than investigating the allegation themselves.
- The school will provide appropriate support for the person being bullied (the target), making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- One or more members of staff will meet with all relevant parties, as they see appropriate.
- The Safeguarding Team will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate, and in line with Safeguarding and confidentiality policies.
- Consequences, as identified within the school's Behaviour Policy, and support, will be implemented in consultation with parties concerned. **It is not Lawn Manor Academy policy to discuss sanctions**

with parents or carers of other pupils.

- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed or to support with Restorative approaches, or other local services including Early Help or children’s social care, if a child is felt to be at risk of significant harm.
- Where the bullying of, or by, pupils take place off-site, or outside of normal school hours (including cyberbullying), the school will endeavour to ensure that the concern is fully investigated, if appropriate or relevant. If required, staff will collaborate with other education providers. Appropriate action will be taken, including providing support and implementing sanctions here at Lawn Manor Academy, in accordance with this policy and our Behaviour Policy, if appropriate. Parents/carers will be encouraged to seek support from agencies outside of school e.g. the Police.
- Responsibility for supervising behaviour and interaction with others (in person or online) falls to parents and carers outside of school hours.
- A clear and precise account of bullying incidents will be recorded and retained by school staff, in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken, where appropriate.

When responding to cyberbullying concerns, the school will:

- Act as soon as possible after an incident has been reported or identified
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying (the Ringleader) to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible (the Ringleader). This may include:
 - Looking at use of the school systems and resources.
 - Identifying and discussing with possible witnesses.
 - Contacting the police, if necessary.
- The school will take steps to identify the role of others in any incident, including: the Assistant, the Reinforcer, the Bystander, the Defender. The school will help pupils understand their role in the bullying that has occurred.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating mobile phones in accordance with the school’s confiscation policy, as detailed in the Behaviour Policy.
 - Requesting the deletion of locally held content and content posted online if they contravene Lawn Manor Academy behaviour policies.
 - Ensure that consequences are applied to the person responsible for the cyberbullying; we will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed, or support parents to do this.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:

- Advising those targeted not to retaliate or reply;
- Providing advice on blocking or removing people from contact lists;
- Helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils:

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Tracking instances of bullying via a Pupil Account form to accurately track incidents and monitor any patterns or themes. Record all incidents on CPOMS
- Offering time-conscious opportunities to discuss the experience with their Year Leader, a member of the Safeguarding Team, or a member of staff of their choice (where possible and/or practical).
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include working and speaking with staff, and engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through the police, Early Help, or Specialist Children’s Services, such as TAMHS.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term suspensions or permanent exclusions. Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through the police, Early Help, or Specialist Children’s Services, such as TAMHS.

Supporting adults:

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable. This is addressed in the staff Code of Conduct and Whistle-blowing procedures.

Preventing bullying:

Environment

The whole Lawn Manor Academy community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated, or experienced, by any member of the community, including adults and children (child on child abuse).
- Recognise the potential for children with protected characteristics to be disproportionately impacted

by bullying and will implement additional pastoral support as required.

- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as children looked after, or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including ‘banter’) which does not uphold the Lawn Manor Academy values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children and young people, providing high levels of staff supervision during unstructured times.
- Celebrate success and achievements to promote and build a positive educational ethos.

Policy and Support

The whole Lawn Manor Academy community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns, including via a dedicated QR Code
- Follow the school’s I RESPECT ethos
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing policies, for any bullying brought to the school’s attention, which involves or affects pupils, even when they are not on our premises, for example, when on educational excursions, or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The Lawn Manor Academy community will:

- Train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the policies and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the pupil voice, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop pupils’ social and emotional skills, including building their resilience and self-esteem.

Parents and Carers

It is expected that the responsibility of parents and carers involves:

- Checking their child’s phone/social media accounts regularly. Remembering pupils of a certain age

should not have access to most social media applications; NSPCC guidance can be found at <https://www.nspcc.org.uk/keeping-children-safe/online-safety/>

- Considering limiting access (temporarily) to mobile devices and gaming consoles (Target & Ringleader) at home if the situation is linked to social media, phone calls, gaming or messages.
- **Working with the school. Remembering that there are two sides to every story – in most cases, no adults are present when these issues occur and so we need to judge a best-fit scenario to decide an outcome.**
- Behaving appropriately via social media e.g. not joining in comments on Facebook
- Reporting not retorting. Raise concerns with the school in a timely manner, rather than waiting for a prolonged period before informing staff.
- Supporting consequences and/or advice given by the school, in line with our behaviour policy.
- Not keeping children off school if there is an issue.
- Not taking phone calls during the day from your child – pupils should speak to their Year Leader or another member of staff.

Involvement of pupils

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas pupils' views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns at a national and international level, as well as embedding messages in the wider curriculum (e.g. ILEARN and PSHE delivery).
- Utilise pupil voice in providing pupil-led education and support.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.
- Provide opportunities for peer support e.g. Welcome Ambassadors
- The school will take steps to identify the role of others in any incident, including: the Assistant, the Reinforcer, the Bystander, the Defender. The school will help pupils understand their role in the bullying that has occurred.

Involvement and liaison with parents and carers

We will:

- Take steps to involve parents and carers in developing policies and procedures, to ensure they are aware that Lawn Manor Academy does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies, named points of contact and support from partner agencies) is available to parents/carers via the school website.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Encourage parents to work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and review: putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into Lawn Manor Academy’s action planning.
- The Headteacher will be informed of bullying concerns, as appropriate.
- Senior Leaders will report on a regular basis to the Local Governing Body on incidents of bullying, including outcomes.

Useful links and supporting organisations

Bullying

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS): www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE ‘Cyberbullying: advice for headteachers and school staff’:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf
- DfE ‘Advice for parents and carers on cyberbullying’:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice_for_parents_on_cyberbullying.pdf

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: <https://www.theredcard.org/education>

LGBT

- Barnardo's LGBT Hub: <https://www.barnardos.org.uk/get-support/support-for-young-people>
- EACH: <https://each.education/>
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk