

At Lawn Manor Academy, we are committed to ensuring a caring and safe environment where all pupils can learn without fear of bullying. Our approach encourages a *telling culture*—meaning any concerns about bullying should be reported so they can be addressed promptly.

What is Bullying?

Bullying is **intentional, repetitive behaviour** that harms others through an imbalance of power. It can be:

- **Physical** (e.g. hitting, kicking)
- **Verbal** (e.g. name-calling, teasing)
- **Emotional** (e.g. exclusion, humiliation)
- **Sexual** (e.g. inappropriate touching, abusive comments)
- **Cyberbullying** (e.g. harmful messages, social exclusion online)

How We Prevent Bullying

We create an inclusive environment that promotes respect and kindness. Steps we take include:

- Teaching pupils about positive relationships
- Encouraging responsible online behaviour
- Providing safe spaces and high supervision where needed
- Raising awareness through assemblies and school-wide initiatives

What Happens When Bullying is Reported?

If bullying is suspected or reported, we will:

- Support the pupil affected and ensure their safety
- Investigate concerns and involve necessary staff members
- Inform parents/carers and maintain appropriate confidentiality
- Apply disciplinary actions fairly, based on our Behaviour Policy
- Engage external agencies if required (e.g. police, social services)



Support for Pupils

- Pupils who experience bullying will receive pastoral support, strategies to rebuild confidence, and opportunities to discuss concerns.
- Pupils who engage in bullying behaviour will be supported in changing their behaviour and understanding the impact of their actions.

Role of Parents and Carers

We ask parents to:

- **Monitor their child's phone and social media usage**
- **Encourage open conversations** about friendships and behaviour
- **Work with the school** to support solutions rather than escalating issues on social media
- **Avoid keeping children off school** due to bullying concerns—report it instead

How to Report Bullying

Parents and pupils can report bullying via Year team email addresses. Lawn Manor Academy takes all concerns seriously and will work collaboratively to resolve them.

For further information, please visit our full Anti-Bullying strategy, which can be found within our Behaviour Policy on the school website.