

THE LION WORKS SCHOOL POLICY



Anti-Bullying Policy

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Context

The Lion Works School is an Independent special school. We are part of an ethical and progressive organisation that believes it can achieve real change for children, young people and their families.

The Lion Works School is situated within the BCP local authority. We offer an academic and vocational specialist learning provision across KS3, KS4 and Post 16 aiming to reduce barriers to enable successful learning experiences and outcomes. There are a variety of routes a student can take, which include GCSEs, BTECs and other accredited qualifications whilst building confidence, improving wellbeing, enabling self-regulation and increasing attendance. Our school is full of life and has a wealth of resources to spark interest and ignite that passion to achieve, equipping our students for everyday life and the opportunities that await them.

We adhere to the values of ARC:

Ambition

Resilience

Community

The Lion Works School operates within the SPELL framework. SPELL is The National Autistic Society's framework for understanding and responding to the needs of children and adults on the autism spectrum. It focuses on five principles that have been identified as vital elements of best practice in autism and emphasises ways to change the environment and our approaches to meet the specific needs of each person.

SPELL stands for Structure, Positive approaches and expectations, Empathy, Low arousal, Links:

Structure	Structure makes the world a more predictable, accessible and safer place. We can support people on the autism spectrum in creating structured environments using visual information.
Positive (approaches and expectations)	We must seek to establish and reinforce self-confidence and self-esteem by building on natural strengths, interest and abilities.
Empathy	We must try to see the world from the standpoint of the autistic child or adult, knowing what it is that motivates or interests them but importantly what may also frighten, preoccupy or otherwise distress them.
Low arousal	Approaches and the environment need to be calm and ordered in such a way so as to reduce anxiety and aid concentration.
Links	Autistic people, their parents or advocates should be seen as partners. Open links and communication will reduce the risk of misunderstanding, confusion or the adoption of fragmented, piecemeal approaches.

Aims

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. For pupils to thrive in education and fully benefit from the opportunities available to them, they must be confident that any issues of bullying are addressed promptly and fully resolved. The Lion Works School is a small, inclusive and nurturing community. Many of the school's students will have had adverse experiences prior to joining the school. The school has a zero-tolerance policy towards bullying. The school is proactive in fostering a community spirit and teaching positive social communication to prevent bullying from occurring. The leadership and staff team will always try to increase emotional literacy and support all parties to understand their actions and to achieve a positive growth resolution for all. In the event this cannot be achieved the school will apply sanctions as appropriate and aim to quickly and effectively bring bullying to an end.

This policy aims to:

- Set out the arrangements for pupils to learn and staff to work in a supportive, caring and safe environment without the fear of being bullied
- Define bullying and other terminology
- Set out arrangements for identifying, reporting and responding to claims of bullying
- Detail how anti-bullying is promoted and how students and staff can get support

Allegations about bullying of pupils by staff will be dealt with under the school's safeguarding policy.

Legislation

This policy has regard to the following guidance and legislation:

- [Preventing and tackling bullying, 2017](#)
- [Equality Act, 2010](#)
- [Education Act, 2011](#)
- [Keeping Children Safe in Education 2024](#)

Some forms of bullying are illegal and should be [reported to the police](#). These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes

By law, all state (not private) schools must have a behaviour policy in place that includes measures to prevent all forms of bullying among pupils. This policy is decided by the school. All teachers, pupils and

parents must be told what it is. Schools must also follow [anti-discrimination law](#). This means staff must act to prevent discrimination, harassment and victimisation within the school. This applies to all schools in England and Wales, and most schools in Scotland.

Definition of bullying

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- Repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- taking and damaging belongings
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

What does bullying look like, feel like, sound like?

Bullying is any behaviour by an individual or group that:

- is meant to hurt - the person or people doing the bullying know what they are doing and mean to do it
- happens more than once - there will be a pattern of behaviour, not just a 'one-off' incident
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

Who bullies?

Anyone has the capacity to bully. There are no completely reliable predisposition diagnoses. However, those who perceive themselves as low status within a community, institution or group may use bullying in an attempt to artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the center of all anti-bullying work in schools.

Who is bullied?

Anyone can be bullied. A young person, parent/carer/guardian, staff member or volunteer. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person – shyness, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour.

Frequently the perceived difference comes from assigning an individual to a group. Such bullying would then be designated as class, disability, homophobic, racist, religious or sexist. People can be assigned or be a member of more than one group.

Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or seeking closeness to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Students are able to report bullying verbally or in writing to any adult in school. There is also an anonymous concerns drop box where students can leave notes they would like to be read by an adult.

If a member of staff observes or suspects they have seen or aware of a bullying incident they will report this using ARBOR. This will alert the Senior Leadership Team and the Deputy headteacher, Mrs Twitchen, who is the Designated Safeguarding Lead and Anti- Bullying Leads. Staff members should also raise this in person with a member of SLT.

Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way. All pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Completing a 'bullying concern' form and placing it in the box at reception
- Contacting local and national support agencies for advice/support

Cyber bullying

The school is mindful that with the rapid advancement of social technologies cyber bullying is just as

serious as non-cyber bullying and can potentially have a larger audience and impact. The school follows DFE guidance ([Preventing and tackling bullying](#)) in this regard. The Education Act 2011 provides that when an electronic device, such as a mobile phone, has been confiscated by a member of staff who has been formally authorized by the headteacher, the staff member can examine data or files, and delete these, where there is good reason to do so. The school does not legally require parental consent to do so. The school can also retain copies of these files for use in examining whether there has been a breach of the school's related policies.

The school will at all times work proactively and collaboratively with parents and expects the same in return for the safeguarding of the school community. The above rights are available to the school, however and in-line with the school's zero policy approach, action could be taken as described to maintain the safety of students.

Responding to reports about bullying

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it
- A clear account of the concern will be recorded and given to a senior member of staff
- The investigating member of staff will interview everyone involved and keep a detailed record
- This will be held in line with the school's data protection policy/practice
- Tutors will be kept informed and if it persists the tutor will advise the appropriate subject staff
- Parents and other relevant adults will be kept informed
- Where bullying occurs outside school, any other relevant schools or agencies will be informed and advice/support obtained
- Sanctions will be applied as appropriate whilst effectively and proactively communicating with all parties involved

Support for pupils & staff

Pupils who have been bullied will be supported by:

- Discussing what happened
- Establishing the wrongdoing of the instigator and their need to change
- Informing parents of the instigator to help educate them and change the attitude of the pupil
- Restorative meetings between the instigator and the target, where appropriate

- The use of special interventions and/or referrals to other agencies where appropriate

Staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support
- Restoring self-esteem and confidence
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate
- Help and advice on how to remove online material

Disciplinary actions that can be taken

The headteacher is ultimately responsible for ensuring bullying does not take place and if it does to quickly and effectively challenge and stop it. In the event bullying has been identified, potential outcomes could be:

- Official warnings to cease offending
- Exclusion from certain areas of the school premises
- Confiscation of mobile phones, in line with our Acceptable use (internet safety) policy
- Removal of privileges
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion
- Group or 1:1 work to explain the negative effects of bullying to the perpetrators and their cohort.

Where a pupil is involved in bullying others outside school, i.e. in the street or through the use of internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example, restricting/monitoring their use of the internet or mobile phone.

Referral of the family to external support agencies will be made where appropriate.

Formal complaints procedure

Most concerns about bullying will be resolved through discussion between home and school.

However, where a parent feels their concerns have not been resolved and have attempted to achieve resolution informally but do not feel this has been successful, then they may wish to consult the school's complaints procedure.

Preventative measures

The school will:

- Raise awareness of the nature of bullying through inclusion in PSHE, tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour
- Give care and support to create and maintain a safe learning environment where all pupils feel safe, secure and valued and know they will be listened to and taken seriously in line with the school ethos
- Participate in local and national initiatives such as Anti-bullying Week and the work of the LA's including the behaviour network
- Seek to develop links with the wider community that will support inclusive, anti-bullying education
- Consider the use of specific strategies

Promotion of the Anti-Bullying Policy

The policy and methods for reporting bullying concerns will be promoted throughout the school. They will be visibly displayed on our walls and there will be regular awareness-raising activities with staff, pupils and parents. The school has an identified member of staff who is our Anti-Bullying Champion, who ensures that bullying, as an issue, is regularly revisited throughout the academic year. The school uses the Anti-Bullying Alliance (ABA) "United Against Bullying" programme to educate pupils and staff.

Monitoring, evaluation and review

The headteacher will review this policy annually to assess its implementation and effectiveness. However, this document will also be updated in line with new legislation, as it is published and at other times as appropriate. Alongside the Anti-Bullying Lead, a senior member of staff will be identified to lead on the implementation of the policy and act as the link person with the LA and outside agencies.

Further information

A link to the ABA website is listed below for further information <https://anti-bullyingalliance.org>

Responding to a Bullying Incident at TLWS

