



Cabot
Learning
Federation

Anti- bullying

Date Approved: 1st October 2025
Approved By: Esther Stephens
Review Frequency: Annually
Date of Next Review: 1st October 2026

Policy Statement

Rationale

Lansdown Park Academy is a nurturing, inclusive, and safe learning community. Every member of our community has the right to work, learn, and grow without fear, harassment, or intimidation. As a specialist early referral unit, we recognise that many of our students may have previously experienced trauma, exclusion, or social/emotional challenges. Therefore, we adopt a zero-tolerance approach to bullying, underpinned by restorative practice and therapeutic support.

We acknowledge the serious impact bullying can have on self-esteem, well-being, and future outcomes, especially for vulnerable young people. We are committed to ensuring all students feel valued, heard, and protected.

Aims

- To **prevent** bullying by fostering an environment of respect, support and understanding.
- To **respond swiftly and effectively** to any reported incidents of bullying.
- To **educate students and staff** on recognising, challenging and preventing bullying in all its forms.
- To **support both victims and perpetrators**, acknowledging that those who bully may themselves be experiencing difficulty.
- To **comply with DfE guidance** and the Equality Act 2010.

Definition of Bullying

We adopt the Anti-Bullying Alliance definition:

"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** – pushing, hitting, theft
- **Verbal** – name-calling, threats, discriminatory language
- **Indirect** – exclusion, spreading rumours
- **Cyberbullying** – text, social media, online gaming harassment

Bullying may be based on:

- Race, ethnicity, or religion
- Special educational needs or disability (SEND)
- Gender identity or sexual orientation
- Appearance or health condition
- Home situation (e.g., being a looked-after child or young carer)

We do not rank types of bullying—**all forms are serious** and will be addressed.

Prevention Strategies

- **High staff visibility and supervision** during transitions and unstructured times.
- **Restorative approaches** embedded in behaviour management.
- **Weekly PSHE** sessions addressing relationships, respect, and online safety.
- **Positive role modelling** by staff, promoting respectful interactions.
- **Anti-bullying week activities** and termly student voice input.
- **Staff training**, especially in trauma-informed practice and de-escalation.
- **Clear and safe reporting systems** for students and families.
- **Close partnership with external agencies** including Off the Record, SARI, CAMHS, and local police where relevant.

Roles and Responsibilities

All Staff Will:

- Model respectful, inclusive behaviour
- Watch for signs of bullying or distress
- Take disclosures seriously and record concerns
- Intervene quickly and appropriately
- Follow reporting and restorative steps

Students Are Encouraged To:

- Report bullying (experienced or witnessed) to a trusted adult

- Support peers and challenge bullying behaviour
- Participate in restorative conversations where appropriate

Parents/Carers Are Asked To:

- Communicate any concerns about bullying promptly
- Support restorative interventions
- Avoid retaliatory behaviours and language
- Reinforce messages about respect and kindness at home

Responding to Bullying

Every reported incident will be addressed promptly and fairly using the following process:

Step-by-Step Response:

1. **Initial Report** – Taken seriously, recorded, and escalated to the Designated Safeguarding Lead (DSL) or Senior Leader.
2. **Investigation** – Statements gathered from all involved (victim, perpetrator, witnesses).
3. **Action Planning** – Based on findings, actions may include:
 - Restorative conversations
 - Staff/peer mediation
 - Therapeutic support
 - Behaviour plan amendments
 - Sanctions (as per our Behaviour Policy)
4. **Follow-Up** – Ensuring ongoing safety and wellbeing for the victim. Support may also be provided to the perpetrator.
5. **Parent Involvement** – Transparent communication with all parties throughout.

Where behaviour may be criminal (e.g., hate crime or assault), the police will be informed.

Bullying Beyond School

We acknowledge our duty to act on bullying that occurs:

- Online (cyberbullying)
- On public transport
- In the community

While we may not control environments outside school, **any external bullying impacting students in school** will be treated with equal seriousness.

Cyberbullying

The Academy will:

- Educate students on digital safety
- Monitor use of school devices
- Search or confiscate devices where necessary (within legal bounds)
- Involve the police if appropriate

Signs of cyberbullying include changes in behaviour after phone/internet use, secrecy, distress, or withdrawal.

Monitoring and Review

- All incidents are recorded and monitored using CPOMS.
- Patterns are analysed termly by the DSL and SENCo.
- The policy is reviewed annually with input from staff, students, parents, and governors.

Support Resources

We signpost families and students to trusted external organisations, including:

- [Childline](#) – 0800 1111
- [Anti-Bullying Alliance](#)
- [SARI – Stand Against Racism and Inequality](#)
- [Off The Record Bristol](#)



- [CEOP – Online Safety](#)

Equalities Impact Assessment

An Equalities Impact Assessment has been carried out. The assessment concluded that there was no adverse impact identified for any groups of people with protected. The full Equalities Impact Assessment Report can be obtained from [Esther Stephens].

Roles and Responsibilities

Headteacher

SENCo

Safeguarding lead

Need Help or Support? You're Not Alone!

Here are some trusted organisations that are here for YOU and family:

Childline
0800 1111



0800 1111
childline.org.uk

SARI
Stand Against Racism
and Inequality

Hate crime,
racism, inequality,
and discrimination.

Remember:

You are important.
You deserve to feel safe,
happy, and supported.



**Anti-Bullying
Alliance**

anti-bullyingalliance.org.uk

Bullying at school,
online, or anywhere.



Call:
0808 808 9120
otrbristol.org.uk

**CEOP-Online
Safety**

Online abuse,
grooming, and
internet safety
ceop.police.uk

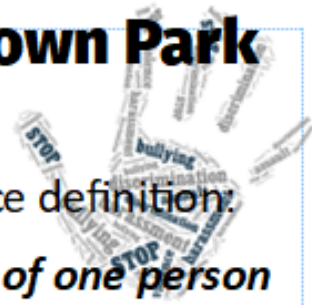


Anti-Bullying at Lansdown Park

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Bullying may be based on:

- . Race, ethnicity, or religion
- . Special educational needs or disability (SEND)
- . Gender identity or sexual orientation
- . Appearance or health condition

What to do if you see or hear bullying?

Students are encouraged to:

- . Report bullying (experienced or witnessed) to a trusted adult
- . Support peers and challenge bullying behaviour
- . Participate in restorative conversations where appropriate

Speak Up

