



# LYDIARD PARK ACADEMY

## Anti-Bullying Policy 2020-22



Executive Principal: Mr C Zimmerman  
Operational Principal: Mr G Pearson  
Vice Principal: Miss S Hesten

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## Aim

The aim of the policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied and that staff are free from bullying by pupils. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at the academy.

Throughout the policy the term 'parent' is used to mean a pupil's parent, carer or guardian.

## Statutory duties at the academy

The Principal has a legal duty under the Academy Standard and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside of the academy, where it is reasonable to do so. Academies have a duty to 'Safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are free from bullying and discrimination (Children Act 2004) Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to Learn' DCSF 2007).

## Scope of this policy and links to other policies

This policy includes:

- Bullying of pupils within the academy
- Bullying of and/or by pupils outside of the academy, where the academy is aware of it
- Bullying of staff by pupils within or outside of the academy

Allegations regarding bullying of pupils by staff will be dealt with under the academy's Child Protection Policy.

This policy had links to the following academy policies and procedures:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Complaints procedure



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**Definition of bullying** *'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.'*

When a person, or group of people has been made aware of the effects of their actions on another person and they continue to behave in the same manner, this **is** bullying. All staff at LPA are given a copy of the Bullying Assessment Flow Chart to help decide if pupil behaviour constitutes bullying.

If someone is made to feel like this, or if they think like this, it will always be investigated. Investigations will be led by the Pastoral team, reporting to their Pastoral link in the Senior Leadership Team. Again, the Bullying Assessment Flow Chart will be used as a guide to indicate whether certain behaviour constitutes bullying. Behaviour may be serious and damaging, without being bullying, and this can still lead to serious sanctions.

## 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 clinging to adults. There may be changes in work patterns, lacking concentration or truanting from the academy. All staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them to understand and change their behaviour.

All pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Writing a statement about the bullying concern and giving it to a member of staff of their choice
- Using the alert button on the Academy website
- Contacting local and national support agencies for advice/support

Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents are encouraged to report concerns about bullying and to support the academy in tackling it. Trying to resolve bullying directly with pupils or their families



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can lead to problems escalating and staff should put measures in place to combat this.

## Responding to reports about bullying

### Academy

The academy 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 that has been made aware of it, supported by the Pastoral Team
- A clear account of the concern will be recorded and given to the Head of Year.
- The Head of Year will interview everyone and keep a detailed record. This will be held in line with the academy's data protection policy/practice. A record will also be submitted on Schools Information Management System (Arbor).
- The form tutors will be kept informed and if it persists the form tutor will inform the relevant subject teachers
- Parents and other relevant adults will be kept informed
- Where bullying occurs outside of the academy, any other relevant academies or agencies (e.g. Youth Clubs, transport providers) will be informed about the action taken.
- Positive measures will be taken where appropriate and in consultation with all parties involved.

### Pupils and staff

Pupils and 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, Tamhs, in-school counselling where appropriate

The following disciplining steps can be taken:

- Verbal warning.
- Loss of break and lunchtime.



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- Contact parents.
- Referral to Assistant Principal.
- Meeting with parents.
- Behaviour support.
- Isolation.
- Alternative to exclusion.
- HoY or SLT report.
- Academy Behaviour Plan.
- Outside agency support.
- Fixed term exclusion.
- Discussion with Principal
- Managed move.
- Permanent exclusion.

## Parents

Most concerns about bullying will be resolved through discussion between home and the academy. However, where a parent feels their concerns have not been resolved, they are encouraged to use the complaints procedure.

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

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

## Preventative Measures

The academy will:

- Raise awareness of the nature of bullying through inclusion in Personal, Social, Health Education (PSHE), form tutorial time, assemblies, subject areas and informal discussion, as appropriate, in attempt to eradicate such behaviour.
- Participate in national and local initiatives such as Anti-Bullying week.
- Seek to develop links with the wider community that will support inclusive anti bullying education.
- Consider the use of specific strategies, for example: peer mentoring on a regular basis and implement them as appropriate, subject to available resources.



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## **Promotion of this policy**

The policy and methods for reporting bullying concerns will be promoted throughout the academy, for example information packs for new pupils and staff and through regular awareness raising activities with pupils and their families.

## **Monitoring, evaluation and review**

Two Assistant Principals (RSL for KS3 and KS4) will lead on the implementation of the policy and act as the link person with the Local Authority, under the guidance of the Operational Principal.

The two Assistant Principals will regularly monitor any bullying incidents and monitor the outcomes of all incidents, the actions taken and the associated outcomes. All confirmed bullying incidents, and any allegations of bullying raised by parents, will be recorded on a bullying log, maintained by the Assistant Principals. A record of all incidents will also be kept on CPOMS.

The academy will review the policy bi-annually and assess its implementation and effectiveness.



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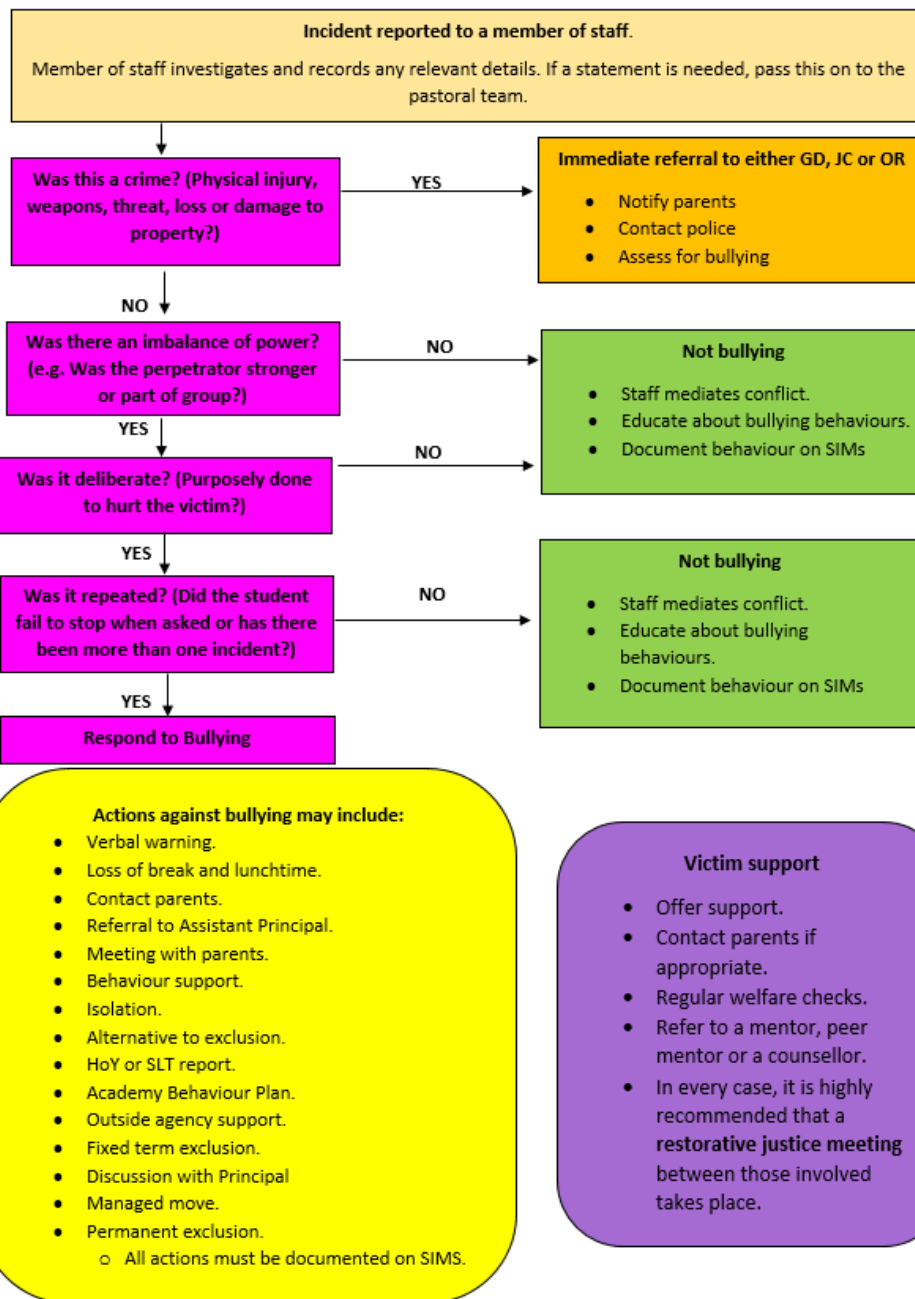


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## Bullying Assessment Flow Chart

*'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.'*



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