



# LISAL

LANCASTER INDEPENDENT SCHOOL  
FOR ALTERNATIVE LEARNING

## PREVENTION AND TACKLING OF BULLYING POLICY

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## INTRODUCTION

Lancaster Independent School for Alternative Learning (formerly Lancaster Steiner School) values and celebrates diversity and expects all sections of our school community to demonstrate respect towards others and together make our school safe for everyone.

Our school is an environment is supportive and listening, where all sections of our school community (trustees, staff and pupils) understand that bullying and child-on-child abuse, in any form, by anyone (adults or children) and anywhere, is always unacceptable. We make this clear to parents and carers in our Safeguarding and Whole School Behaviour policy. Any incident of bullying or peer-to-peer abuse is reported to the DSL in line with our Safeguarding Policy. By developing a culture of listening to children's and parents' concerns and following up all instances of child-on-child abuse, we aim to prevent any bullying occurring.

**This policy has been drawn up in line with current KCSIE legislation, government policy and guidance that seeks to protect children in the UK.**

### **Related Policies and documents:**

- Whole School Behaviour Policy
- Safeguarding Policy
- SEND and Inclusion Policy
- Complaints Policy
- Employee Handbook
- Acceptable Use Policy (ICT)
- Online Safety Policy
- Spiritual, Moral, Social and Cultural Development Policy
- Code of conduct for all adults in school Policy
- Visitors Policy (Expectation of all adults in school)

## DEFINITION OF BULLYING

*"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally, whether in person or online".*

## KEY PRINCIPALS

We recognise that:

- Bullying causes real distress. It can affect a person's health and development and, in the extreme, can cause significant harm.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- Promoting positive behaviour that stems from mutual respect for all (explained in our whole school behaviour policy), that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online.
- Providing support and training for all staff and volunteers on recognising and reporting all forms of bullying and child-on-child abuse, including racial, sexist, homophobic and sexual bullying.
- Adhering to the protocols in our Safeguarding policy.
- Ensuring our response to incidents of bullying or child-on-child abuse takes into account the needs of the person being bullied and the needs of the person displaying bullying behaviour, the needs of any bystanders and then the needs of our community as a whole.
- Reviewing the plan developed to address any incidents of bullying or child-on-child abuse at regular intervals, in order to ensure that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We are proactive about:

- Seeking opportunities to learn about and celebrate difference.
- Increasing diversity within our staff, volunteers and children.
- Increasing diversity in our resources and curriculum.
- Welcoming new members to our organisation and school community.