



Lincs

EDLN08 Lincs School

Anti-Bullying

Policy and Procedure

## Document Information

Document:	EDLN08   Lincs School ABullying Policy and Procedure
Division:	Education
Document owner position:	Group Executive Education Lead
Authorising committee:	Safeguarding Committee
Date authorised:	





#### 4.2 The Group Executive Education Lead

Is responsible for implementing this policy at Lincs School, keeping it updated in line with current legislation and guidance, and for facilitating any anti-bullying training which may be required, as outlined in [Section 9](#)

#### 4.3 Education Governance and Safeguarding Committee

Is responsible for providing strategic leadership and enhancing co-ordination between Lincs School and other establishments in the Kisimul Group to promote good, safe working practices for individuals supported and educated by Kisimul. This includes, but is not limited to, reviewing bullying and peer-on-peer incidents.

#### 4.4 The Headteacher

Is responsible for supporting Lincs School staff to access and understand this policy and its implications for their work, and to request any training which may be required on their behalf.

#### 4.5 All school staff

Are responsible for:

4.5.1 Attending all mandatory training as required and informing the headteacher if they need further training to perform any task requested of them.

4.5.2 Acting in the interests and safeguarding the wellbeing of every learner at all times

4.5.3 Maintain comprehensive records associated with any behaviours of concern, and recording any concerns in relation to the behaviour or presentation of a young person so that this may be picked up by colleagues and any changes noted and acted upon appropriately by the relevant clinical team.

### 5.

5.1.2 All incidents of perceived and presentation related bullying will be dealt with as quickly as possible and it will be communicated to the perpetrator in an accessible way that this behaviour is unacceptable and must not be repeated.

5.1.3 Positive and supportive relationships should be modelled and encouraged.

5.1.4 Children/young people should be taught to say no and how to ask for help.

5.1.5 Any victim of bullying should have the opportunity, and should be encouraged, to seek out a member of staff for advice.

5.1.6 With constant staff supervision, children/young people should only have a very limited opportunity to initiate bullying.

5.1.7 Bullying on the grounds of race, disability, age, gender, gender reassignment, pregnancy and maternity, religion or belief, sex and sexual orientation also has implications under the Equality Act 2010 and the

5.1.8 If staff become aware of bullying or have any indication that it is taking place they must intervene immediately following the steps in [Section 7](#)

## 6. Cyberbullying

See also: Online Safety in *EDLN02 Lincs School Safeguarding and Child Protection Policy and Procedure*

6.1.1 The rapid development of, and widespread access to, technology has provided a new medium for “virtual” bullying, which can occur in or outside school. Cyberbullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

6.1.2 It is important that we educate and train our young people to use technology to support both their education, social and leisure activities and development. However, staff should be mindful of the potential for online abuse, and also ensure that our young people understand that posting harmful or abusive comments is unacceptable and constitutes bullying behaviour. No assumptions should be made that because of their learning disabilities young people do not have the capacity to access technology and indeed that makes them more vulnerable to potential harm and abuse. Therefore clear vigilance and oversight of what content and forums they are accessing should be in place, with concerns reported and shared promptly.







8.1.1 Openly discussing differences between people that can motivate bullying in a school

## 11. Linked Documents

### 11.1 Kisimul Policies

11.1.1 EDLN02 Lincs School Safeguarding and Child Protection Policy Procedure

11.1.2 EDLN06 Lincs School Suspension and Exclusion Policy and Procedure

11.1.3 EDLN10 Lincs School Equality, Diversity and Inclusion Policy

11.1.4 EDLN1 Lincs School Curriculum Policy

11.1.5 Q30 Kisimul Group Advocacy Policy and Procedure

### 11.2 Legislation

11.2.1 Education (Independent School Standards) Regulations 2014

11.2.2 Education and Inspections Act 2006

11.2.3 Equality Act 2010

11.2.4 Protection from Harassment Act 1997

11.2.5 Malicious Communications Act 1988

### 11.3 Statutory and Best Practice Guidance

11.3.1 Preventing and tackling bullying (Department for Education, 2017)

[https://assets.publishing.service.gov.uk/media/625ee64cd3bf7f6004339db8/Preventing\\_and\\_tackling\\_bullying\\_advice.pdf](https://assets.publishing.service.gov.uk/media/625ee64cd3bf7f6004339db8/Preventing_and_tackling_bullying_advice.pdf)

11.3.2 Keeping Children Safe in Education (Department for Education, 2024)

[https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping\\_children\\_safe\\_in\\_education\\_2024.pdf](https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping_children_safe_in_education_2024.pdf)

