

1. Policy Statement

At Little London Academy, we are committed to providing a safe, supportive, and inclusive environment for all pupils, staff, and visitors. Bullying of any kind is unacceptable and will not be tolerated. Every member of our school community has the right to feel respected and safe. This policy outlines our approach to preventing, identifying, and responding to bullying.

2. Definition of Bullying

Bullying is any repeated behaviour, whether physical, verbal, emotional, or online, that intentionally hurts another individual or group. It can be:

- **Physical:** Hitting, kicking, pushing, taking belongings
- **Verbal:** Name-calling, teasing, insults, racist or sexist remarks
- **Emotional:** Exclusion, spreading rumors, intimidation
- **Cyberbullying:** Sending harmful messages or images online or via mobile devices

Bullying can be based on differences including (but not limited to) race, religion, gender, disability, sexual orientation, or appearance.

3. Aims of the Policy

- To prevent bullying through education and a positive school culture
- To support pupils and staff who experience bullying
- To deal with bullying incidents promptly and effectively
- To work in partnership with parents, carers, and external agencies

4. Responsibilities

- **Principal and Senior Leadership Team:** Ensure implementation, monitor effectiveness, and provide training
- **Teachers and Staff:** Vigilant in identifying bullying and taking immediate action
- **Pupils:** Report any bullying and treat others with respect
- **Parents/Carers:** Support the school's policy and report any concerns

5. Prevention Strategies

- Delivering PSHE and citizenship lessons addressing bullying and promoting empathy
- Promoting positive behavior through assemblies and classroom discussions
- Training staff on how to recognise and handle bullying
- Encouraging pupils to speak up through peer mentoring and worry boxes
- Creating a culture of inclusion, kindness, and respect

6. Responding to Bullying

When bullying is reported:

1. The incident is recorded and investigated by staff
2. Support is offered to the victim
3. Appropriate action is taken against the perpetrator (restorative justice, sanctions, behaviour plans)
4. Parents/carers are informed and involved
5. Follow-up is conducted to ensure the bullying has stopped

7. Support for Pupils

- Safe spaces and adult support
- Counselling and pastoral care if needed
- Peer support schemes and mentoring
- Re-integration and trust-building strategies

8. Monitoring and Review

This policy will be reviewed annually by the Senior Leadership Team and the Governing Body. Feedback will be gathered from pupils, staff, and parents to improve effectiveness.

Date Approved: [June 2025]

Review Date: [Insert Date – usually one year later]

Signed by Principal: ____ Sam Done _____

Signed by Chair of Governors: ____ Nicole Walkley _____