



LISAL

LANCASTER INDEPENDENT SCHOOL
FOR ALTERNATIVE LEARNING

Prevention and tackling of bullying Policy

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Introduction

Lancaster Independent School for Alternative Learning (LISAL) values and celebrates diversity. We expect all members of our community to demonstrate respect for one another, ensuring a safe environment for everyone.

Our school is supportive and responsive, where trustees, staff, and pupils understand that bullying and child-on-child abuse, in any form—by both adults and children, and in any setting—are never acceptable. This is clearly communicated to parents and carers in our **Safeguarding** and **Whole School Behaviour** policies. Any incident of bullying or peer-to-peer abuse is reported to the Designated Safeguarding Lead (DSL) in line with our **Safeguarding Policy**. By fostering a culture of listening to children's and parents' concerns and addressing all instances of abuse, we aim to prevent bullying from occurring.

This policy aligns with current **KCSIE** legislation, government guidelines, and policies designed 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 (Expectations for 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 Principles

We recognise that:

- Bullying causes real distress and can affect a person's health, development, and well-being. In extreme cases, it can cause significant harm.
- Every child, regardless of age, disability, gender, race, religion, sex, or sexual orientation, has the right to equal protection from all forms of harm or abuse.
- Everyone has a role in preventing and addressing bullying, including online bullying.



Preventing Bullying

We will prevent bullying by:

- Promoting positive behaviour based on mutual respect, as outlined in our **Whole School Behaviour Policy**, which sets expectations for behaviour both face-to-face and online.
- Providing training and support for staff and volunteers to help them recognise and report all forms of bullying and child-on-child abuse, including racial, sexist, homophobic, and sexual bullying.
- Following the protocols outlined in our **Safeguarding Policy**.
- Ensuring our response to bullying considers the needs of the person being bullied, the person displaying bullying behaviour, bystanders, and the community as a whole.
- Regularly reviewing the plan to address bullying to ensure long-term resolution.

Respecting Diversity

We recognise that bullying is closely linked to how we respect and value diversity.

We are proactive in:

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