Lexden Springs School
Attend, Aspire, Achieve

ANTI-BULLYING POLICY

DOCUMENT CONTROL

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Approval of Policy Delegated to Headteacher
Policy Owner/Author: Jennifer Grotier (Headteacher)
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Revision History

Version	Date	Change Summary	Changed By
1.1	September 2026	Review complete – no changes	SLT
1.1	September 2025	Reviewed Policy at SLT for approval; Minor edits to remove the word 'Residential' from Lexden Springs Special School	Jen Grotier
1.1	September 2025	Document Control added	Ellen Ramsey
1.1	September 2025	Policy Title Page Created	Ellen Ramsey
1.0	January 2019	Initial Procedure Release	N/A

Anti-Bullying Policy

Mission Statement : 'working together to achieve the best outcome'

This policy should be read in conjunction with the school Behaviour Policy.
Perceived incidences of bullying at Lexden Springs Special School are low and we believe pupils are generally very supportive of each other.

Our pupils experience considerable difficulties with communication, social interaction and empathy, which affect their ability to reflect on and self-manage behaviour. These differences mean that it is difficult for our pupils to make decisions to 'bully' others as they find it hard to appreciate the effects of their behaviours on others. We do recognise, however, that behaviour that could be seen as bullying behaviour does occur on occasions.

This policy is intended to reinforce our efforts to encourage positive attitudes between pupils, and to provide a framework for dealing with incidents of bullying behaviour that may occur.

Definition of Bullying (including Cyber Bullying)
Bullying is deliberately hurtful behaviour that is repeated over a period of time. Bullying can take many forms.

The three main types are:

1. Physical e.g. hitting, kicking, taking belongings
2. Verbal e.g. name calling, insulting, making racist or homophobic remarks
3. Indirect e.g. Spreading unpleasant stories about someone, excluding someone from social groups, insulting someone online ("cyberbullying").

Cyberbullying:
Cyberbullying is bullying via electronic means. This could be via a smart phone, computer, laptop, tablet or online gaming platform. It can take place on a range of online or mobile services, such as text, email, social networking sites, video-hosting sites, messenger, photo sharing services, chat, webcams, visual learning environments and online games.

Our Aims:

1. To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
2. To promote the positive use of technology. The positive use of technology, which models safe and effective practice, is key to preventing the misuse of technology.
3. To create an ethos which encourages pupils to disclose and discuss incidences of bullying behaviour
4. To develop procedures for noting and reporting incidents of bullying behaviour
5. To make reporting cyberbullying easier, by publicising existing reporting routes so pupils, parents and staff are clear on how and who to report to.
6. To inform pupils and parents of Lexden Springs Special School expectations and to foster a productive partnership, which helps maintain an environment free from bullying behaviour.

7. To support those affected by bullying behaviour and for those involved in bullying behaviour
8. To make all staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Entitlement and Implementation:
Our ethos as Lexden Springs Special School underpins our belief in inclusion, and our belief in valuing people as individuals and their right to an environment free from bullying behaviour.
The stated aims will be further achieved through Lexden Springs Special School policies and programmes already in practice.

Staff Responsibilities:
Staff are expected to:

1. Report all incidents of bullying behaviour to the Headteacher/Deputy
2. Retain appropriate records for monitoring purposes
3. Always take incidents of bullying behaviour seriously and investigate them thoroughly.
4. Take appropriate action on any incidents of bullying behaviour, or refer the matter to a member of the management team for further action
5. Increase pupil's awareness of antisocial and bullying behaviour, and to help them to develop strategies to combat it.