Lord's Independent School

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Anti-Bullying Policy

Field	Detail
Policy owner	Headteacher
Date adopted	02/09/2026
Next review date	02/09/2027
Reviewed by	Proprietor
Regulatory framework	Education Act 2011; DfE Advice on Preventing and Tackling Bullying 2017; ISS 2014; Equality Act 2010
Review schedule	Annual

1. Statement of Principles

Lord's School is committed to providing a safe, nurturing and inclusive environment in which every member of the school community is treated with dignity and respect. Bullying in any form is unacceptable and will not be tolerated. The school has a statutory duty under the Education and Inspections Act 2006 to have measures in place to prevent and respond to bullying.

The school aims:

- To be a community in which the values of integrity, compassion, tolerance and justice are fostered
- To ensure that every person values and understands the aspirations, needs and contributions of others
- To be a community where individuals are respected and encouraged to reach their full potential
- To ensure that every member of the community feels significant, secure and valued

2. Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and may be motivated by actual or perceived differences including race, religion, gender, sexual orientation, special educational needs or disability, or any other characteristic protected under the Equality Act 2010.

The main forms of bullying include:

- Physical: hitting, kicking, spitting, pushing, taking or damaging property
- Verbal: name-calling, threatening, making derogatory remarks including racist, homophobic or transphobic comments
- Indirect/relational: spreading rumours, excluding someone from groups, manipulating friendships
- Online / cyberbullying: sending hurtful or threatening messages via social media, gaming platforms, messaging apps, email or any other digital channel
- Sexual harassment: unwanted conduct of a sexual nature, including sending unsolicited images

3. Cyberbullying

Cyberbullying is treated with the same seriousness as any other form of bullying. It can occur at any time, including outside school hours, and can reach a wider audience than traditional bullying, making it particularly harmful. The school's jurisdiction extends to cyberbullying that has a material impact on the school community, even where it originates outside school hours or the school premises.

Cyberbullying may include:

- Sending threatening, abusive or humiliating messages via any digital platform

- Creating fake profiles or accounts to impersonate or embarrass another person
- Sharing private images or information without consent, including 'deepfake' content
- Excluding someone from online groups deliberately to cause distress
- Online pile-ons: coordinating multiple people to target an individual simultaneously
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4. Bullying of Pupils with SEND and Other Vulnerable Groups

The school recognises that certain groups of pupils may be at heightened risk of bullying, including pupils with special educational needs or disabilities (SEND), looked after children, pupils with English as an additional language, and pupils with protected characteristics under the Equality Act 2010. The school will take additional steps to protect these groups and will ensure that all anti-bullying procedures are applied in a way that meets their particular needs.

5. Roles and Responsibilities

5.1 Headteacher

The Headteacher is responsible for implementing this policy, ensuring all staff are trained to identify and respond to bullying, and reporting to the governing body on the effectiveness of anti-bullying measures.

5.2 All Staff

All staff are responsible for modelling respectful behaviour, creating a culture in which pupils feel safe to report bullying, and responding promptly and appropriately to any incident of bullying they witness or are informed about.

5.3 Pupils

Pupils are expected to treat all members of the school community with respect, to report bullying behaviour when they see it, and to support peers who may be experiencing bullying.

5.4 Parents and Carers

Parents and carers are expected to reinforce the school's anti-bullying messages at home and to report any concerns about bullying to the school promptly. The school will work in partnership with parents to address bullying incidents effectively.

6. Reporting and Recording

Any pupil who is being bullied, or who witnesses bullying, should report it to any member of staff or to the school's pastoral team. Reports may also be made anonymously through the school's reporting system. All reported incidents of bullying will be recorded in a central log, which will be reviewed regularly by the Headteacher and DSL to identify patterns and monitor the effectiveness of the school's response.

7. Investigating Bullying Incidents

On receiving a report of bullying, the relevant member of staff will:

- Listen to the pupil who has reported the concern without minimising or dismissing what they have said
- Speak separately to any witnesses and, when appropriate, to the pupil alleged to have carried out the bullying
- Record the incident and the action taken
- Inform the Headteacher or pastoral lead as appropriate
- Inform the parents or carers of all pupils involved

8. Sanctions and Support

The school's response to bullying will be proportionate to the severity and persistence of the behaviour and will be tailored to meet the needs of both the pupil who has been bullied and the pupil responsible for the bullying behaviour. Sanctions will be applied in accordance with the school's Behaviour Policy. The school is committed to helping both parties and will:

- Provide pastoral support and counselling to the pupil who has been bullied
- Work with the pupil responsible for the bullying to understand why their behaviour was harmful and to develop more positive behaviour strategies
- Consider whether a referral to external support services is appropriate for either party

Where bullying amounts to a criminal offence, for example threats of violence, harassment or the non-consensual sharing of intimate images, the school will involve the police.

9. Preventing Bullying

Lord's School takes a proactive approach to preventing bullying through:

- A PSHE and RSE curriculum that develops pupils' understanding of healthy relationships, equality and the harm caused by bullying
- Regular staff training on identifying and responding to bullying
- Involvement of the school council and pupil leadership groups in reviewing and promoting the school's approach
- Targeted work with year groups or classes where patterns of concern are identified
- Anti-bullying awareness activities, including during Anti-Bullying Week each November

10. Online Safety and Cyberbullying Prevention

The school's E-Safety Policy sets out the school's approach to online safety in detail. In the context of anti-bullying, the school will teach pupils to:

- Think carefully before posting or sharing content online
- Understand the impact that unkind online behaviour can have on others
- Block and report accounts that send harmful content

- Report online bullying to a trusted adult immediately

11. Monitoring and Review

The Headteacher will maintain a log of all recorded bullying incidents and will review this data each term to identify trends and assess the effectiveness of the school's response. An annual summary of bullying data will be presented to the governing body. This policy will be reviewed at least annually.

12. Related Policies

This policy should be read alongside the following school policies:

- Child Protection and Safeguarding Policy
- Behaviour Policy
- E-Safety Policy
- Child-on-Child Abuse Policy
- Special Educational Needs and Disability Policy