



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

**A Community that Lives,  
Learns and Laughs Together**

# **Anti-Bullying Policy**

**Reviewed August 2025 by LC**

# Uplands Junior L.E.A.D. Academy

## Anti –Bullying Policy 2025-26

### Written with reference to Preventing and Tackling Bullying

[Preventing and tackling bullying \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/86462/preventing-and-tackling-bullying.pdf)

Named personnel with designated responsibility for

| Description                                  | Name                                           | Contact                                                                                    |
|----------------------------------------------|------------------------------------------------|--------------------------------------------------------------------------------------------|
| Designated Safeguarding Lead and Headteacher | Lucy Carlisle                                  | 0116 253 8407 <a href="mailto:office@uplandsacademy.co.uk">office@uplandsacademy.co.uk</a> |
| Deputy Safeguarding Lead                     | John Deacon<br>Luke Buckley                    | 0116 253 8407 <a href="mailto:office@uplandsacademy.co.uk">office@uplandsacademy.co.uk</a> |
| Safeguarding Team also includes              | Michelle Shaukat<br>Sarrah Yusuf<br>Ian Walker | 0116 253 8407 <a href="mailto:office@uplandsacademy.co.uk">office@uplandsacademy.co.uk</a> |

Policy review dates

| Review Dates | Changes made                                     | By whom    | Date shared |
|--------------|--------------------------------------------------|------------|-------------|
| October 2021 | Names of DSL and Deputy DSL added                | R Gatherum | Oct 2021    |
| Sept 2022    | Personnel                                        | L Carlisle | Sept 2022   |
| Sept 2023    | Personnel                                        | L Carlisle | Sept 2023   |
| Sept 2024    | Wording changed to alleged or confirmed bullying | L Carlisle | Sept 2024   |
| August 2025  | Personnel                                        | L Carlisle | Sept 25     |

### INTRODUCTION

At Uplands Junior L.E.A.D. Academy we believe that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on the belief that we all have rights and responsibilities. The Academy Anti-Bullying Policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment where we live together, learn together and laugh together.

### AIMS, SYSTEMS AND EXPECTATIONS

The school expects every member of the school community to behave in a considerate way towards others, taking into consideration each individual's rights and responsibilities.

We treat all children fairly and apply this policy in a consistent way.

This policy aims to help children to grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school and the wider community.

The school rewards good behaviour, as it believes that this will develop an ethos of kindness and co-operation.

### WHAT IS BULLYING?

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Uplands Junior L.E.A.D. Academy.

We define bullying as physical or verbally aggressive behaviour, on or off line, that occurs 'several times on purpose'. The school uses this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing.
- Cyber - All areas of internet; email, social media misuse
  - Mobile threats by text messaging & call
  - Misuse of associated technology, i.e. camera & video facilities

Perpetrators may use different pretexts as the basis of their bullying, basing their comments or actions on:

- The religious background or faith of the person bullied.
- A disability, perceived physical difficulty or Special Educational Need.
- The race of the victim: e.g. racist name calling, taunts, graffiti or gestures
- The sexuality of the victim: e.g. homophobic bullying.
- Against any of the Protected Characteristics as defined by the Equality Act 2010.

Bullying can also take place through third-person involvement i.e. another person being encouraged to take part in any of the behaviours above.

Bullying may occur inside of school, outside in the playground and off the school premises.

Bullying that occurs outside of school hours between pupils from Uplands Junior L.E.A.D. Academy should also be reported to class teachers or the Headteacher.

All staff should also be aware of the possibility of a member of staff bullying a child or a colleague. Should anyone suspect that this is taking place this should be reported immediately to the Headteacher. If the Headteacher is suspected of bullying, the matter should be reported to the Chair of Governors.

## PROCEDURES- REPORTING / RECORDING

### **Children**

Children are encouraged to tell adults if they feel that they are being bullied. We encourage children to tell a member of staff, however, they may also tell a friend or a member of their family.

If children believe that they have witnessed bullying or have been informed by a friend that they are being bullied, they are encouraged to inform a member of staff immediately.

### **Staff**

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. This member of staff must report the incident to the class teacher of the victim and the perpetrator.

If a lunchtime supervisor has witnessed or suspects bullying has occurred during lunchtime is their responsibility to report it to the child's class teacher.

A clear account of the incident should be given to the Headteacher. If bullying is alleged or confirmed it will be logged on My Concern.

### **Parents**

Parents are encouraged to share any concerns with their child's class teacher or the Headteacher.

## PROCEDURES- OUTCOMES

### **Victims**

The bullying behaviour towards the victim must be investigated immediately and stopped. Staff will periodically check with the victim of bullying to see that the bullying has stopped, and that the child feels happy and safe at school.

### **Perpetrator**

The perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence. This will be done through conversation and the use of books with a senior member of SLT.

The perpetrator will face the appropriate sanctions in accordance with the Rewards and Sanctions section in the Behaviour Policy.

After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

If a child is found to continually show bullying behaviour towards other children, then a behaviour support plan may be used to support the child and monitor his or her behaviour. In addition to this a report card that records the child's behaviour and attitude in school may be used.

In some cases, the child's behaviour towards other children may be included as a target in their IEP.

## **Parents**

Parents/ carers of both the victim and perpetrator will be kept informed throughout the process.

## **PREVENTION**

At Uplands Junior L.E.A.D. Academy we have lunch time leaders (pupil led) and adequate staff supervision. We also provide children with a range of activities at break times and lunchtimes to deter bullying in the playground.

Within the curriculum the school raises awareness of the nature of bullying through inclusion in PSHE, assemblies and curriculum teaching, as appropriate, to teach children to understand bullying and know how to deal with it.

The school takes part in Anti- Bullying week in November each year.

The headteacher is responsible for using pupil survey at least once each academic year to monitor children's awareness and attitude towards bullying and act based on the results. The data collected from this questionnaire will be made available to parents, children and staff on the school website.

The school council review the Child Friendly Anti-Bullying poster annually.

Person responsible for policy: Lucy Carlisle

Date of next review: September 2026

***Bullying is not when two people have a disagreement or fall out over something, it is usually ...***

# Several

Times

On

Purpose