



# Lions Sports Academy

## Anti-Bullying Policy (2026)

<b>Document</b>	<b>Status:</b>	Approved	Policy
<b>Policy Owner:</b>	Designated Safeguarding Lead (DSL) – Lions Sports Academy		
<b>Applies To:</b>	All employees, coaches, volunteers, contractors and partner organisations		
<b>Last Review</b>	<b>Date:</b>	January	2026
<b>Next Review Date:</b> January 2027 (or sooner following legislative change)			

---

### 1. Policy Statement

Lions Sports Academy is committed to providing a safe, inclusive and respectful environment for all children, young people and adults who engage in our activities. Bullying of any kind is **not tolerated** and will always be treated as a safeguarding concern.

We recognise that bullying can cause significant harm and may constitute **child-on-child abuse**. All concerns will be managed in line with our Safeguarding & Child Protection Policy.

This policy operates in accordance with:

- **Keeping Children Safe in Education (KCSIE) 2025**
  - **Working Together to Safeguard Children (2023)**
  - **Children Act 1989 & 2004**
  - **Equality Act 2010**
  - **Protection from Harassment Act 1997**
  - **The Prevent Duty (Counter-Terrorism and Security Act 2015)**
  - Relevant National Governing Body (RFU/FA/ECB etc.) safeguarding standards
-

## 2. Scope

This policy applies to bullying that occurs:

- During Lions sessions, camps, residential or events
- Online interactions linked to Lions activities
- Between participants, staff or volunteers
- Outside sessions where behaviour impacts a child's welfare or participation

Safeguarding responsibilities apply **regardless of where the behaviour occurs** if it affects a child involved in Lions provision.

---

## 3. Definition of Bullying

Bullying is behaviour that is:

- Repeated, intentional harm
- Involves a power imbalance
- Causes physical, emotional or psychological distress

Bullying is recognised as a form of **peer-on-peer abuse** and must be addressed with the same seriousness as other safeguarding concerns.

---

## 4. Forms of Bullying

Bullying may include, but is not limited to:

### **Physical**

Hitting, kicking, pushing, damaging belongings.

### **Emotional / Psychological**

Exclusion, humiliation, intimidation, manipulation.

### **Verbal**

Name-calling, threats, discriminatory language.

## **Prejudicial / Discriminatory Bullying**

Targeting based on protected characteristics under the Equality Act 2010:

- Race or ethnicity
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Disability
- Age
- Pregnancy or maternity

## **Sexual Bullying**

Unwanted comments, touching, sexualised behaviour or harassment.

## **Online (Cyberbullying)**

- Abuse via social media, gaming or messaging platforms
  - Sharing images without consent
  - Impersonation or harassment
  - Coercion, including pressure to share sexual images (recognised as a safeguarding matter)
- 

## **5. Safeguarding Approach**

Lions Sports Academy recognises:

- Bullying may indicate wider safeguarding risks.
- Children who bully may themselves require support.
- All incidents must be addressed proportionately, consistently and child-centred.

We follow the principle that **the welfare of the child is paramount.**

---

## 6. Responsibilities

### All Staff, Coaches and Volunteers Must:

- Create an environment where bullying is not tolerated.
- Model respectful behaviour at all times.
- Report **any concern immediately** – never investigate alone.
- Record incidents accurately using Lions safeguarding reporting procedures.
- Complete safeguarding training as required.

### Designated Safeguarding Lead (DSL)

The DSL is responsible for:

- Managing safeguarding referrals
- Assessing risk and determining appropriate action
- Liaising with Local Authority Safeguarding Partners / LADO where required
- Maintaining secure records
- Ensuring staff training and awareness
- Monitoring patterns or repeated concerns

### Senior Leadership

- Ensure policy implementation
- Provide adequate training and resources
- Maintain safer recruitment standards
- Review safeguarding effectiveness annually

---

## 7. Reporting Procedures

All concerns must be reported immediately to the DSL (or Deputy DSL).

**Staff must not:**

- Promise confidentiality
- Attempt mediation independently
- Delay reporting to “see if it resolves”

The DSL will:

1. Assess whether the matter constitutes bullying, abuse, or both.
2. Take immediate action to ensure safety.
3. Inform parents/carers where appropriate.
4. Refer to external agencies if thresholds are met.
5. Record actions in line with safeguarding requirements.

Where an adult is alleged to have harmed a child, this will be referred to the **Local Authority Designated Officer (LADO)**.

---

## **8. Support for Children**

Support will be provided to:

### **The Child Experiencing Bullying**

- Reassurance and safeguarding support
- Opportunity to share concerns safely
- Adjustments to participation where needed

### **The Child Displaying Bullying Behaviour**

- Clear boundaries and consequences
- Education and behavioural support
- Safeguarding assessment if underlying needs are identified

Lions aims to educate and restore relationships wherever safe and appropriate.

---

## **9. Prevention Strategies**

We actively prevent bullying through:

- Clear Codes of Conduct for staff and participants
- Safe staffing ratios and supervision
- Inclusive coaching practices
- Promoting respect, teamwork and sportsmanship
- Safeguarding education embedded into camps and sessions
- Online safety awareness
- Robust recruitment and training of staff

---

## **10. Training**

All staff must complete:

- Safeguarding training aligned with KCSIE expectations
- Behaviour management guidance
- Reporting and recording procedures
- Role-specific safeguarding updates

---

## **11. Record Keeping**

All incidents will be:

- Logged securely
- Reviewed for patterns or repeated concerns
- Retained in accordance with data protection and safeguarding law (UK GDPR / Data Protection Act 2018)

---

## 12. Links to Other Policies

This policy must be read alongside:

- Safeguarding & Child Protection Policy
- Staff Code of Conduct
- Online Safety Policy
- Behaviour Management Procedures
- Whistleblowing Policy
- Safer Recruitment Policy

---

## 13. Monitoring & Review

This policy will be reviewed:

- Annually
- Following legislative updates
- After any serious safeguarding incident
- Following learning reviews or best-practice guidance

---

## 14. Commitment

Lions Sports Academy believes that sport should build confidence, character and belonging. Bullying undermines those values and will always be challenged.

We are committed to ensuring every child can participate:

**Safely. Confidently. Without fear.**