Park Lodge School

Anti Bullying Policy

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Introduction

School context

Park Lodge School is a highly specialist provision for young people admitted to Park Lodge Clinic, a Tier 4 CAMHS Eating Disorder Service. We are not a mainstream setting: our students present with complex needs that require education to be fully integrated into their clinical care and recovery. While most students have a primary diagnosis of an eating disorder or eating-related difficulty, many also experience co-occurring mental health conditions such as depression, OCD, or anxiety.

A significant feature of our student profile is disengagement from education prior to admission. Many have experienced long periods out of school, disrupted learning journeys, or strained relationships with education. Re-engagement is therefore central to our work. From admission, we build a detailed picture of each young person's educational history, health needs, and personal circumstances, enabling us to design personalised programmes that focus not only on academic progress but also on restoring confidence, rebuilding routines, and preparing students for their next steps.

Students are admitted and discharged throughout the year, with the average stay being 16–20 weeks, though some remain significantly longer depending on clinical needs. All placements are commissioned by home Local Authorities, who retain statutory responsibility for education. Close collaboration with families, home schools, and community teams ensures continuity of learning and a supported transition post-discharge.

The school operates within Park Lodge Hospital and is embedded in the work of the hospital's Multi-Disciplinary Team, including Psychiatrists, Psychologists, Occupational Therapists, Social Workers, and Nursing and Care staff. Education is not delivered in isolation but as a core part of recovery. Daily collaboration with clinical colleagues aligns learning with therapeutic progress so that barriers are understood holistically and education actively contributes to reintegration.

Our ethos is built on personalisation, flexibility, and partnership. We work at the intersection of health, education, and family life, ensuring every young person has the opportunity to re-engage with learning, develop resilience, and transition successfully back into their home, school, and wider community.

Ethos and Vision

At Park Lodge School, our ethos reflects the unique circumstances in which we work. We educate young people who are inpatients at Park Lodge Clinic, a Tier 4 CAMHS Eating Disorder Service. Education here is not an add-on: it is an essential strand of treatment and recovery. Everything we do is shaped by our commitment to each student's health, wellbeing, and future.

Our core values are expressed through the acronym HEALTH, which captures the spirit of our school:

- Hopeful Environment – We create a climate of optimism and possibility, helping young people to see beyond their immediate challenges and believe in their capacity to grow.
- Empathy and Understanding – We foster a community that listens, understands, and values every individual, ensuring students feel safe, seen, and supported.
- Achievement – We celebrate progress in all its forms. Academic success is important, but so too is confidence, resilience, and re-engagement with learning.
- Lifelong Learning – We model curiosity and growth, encouraging students and staff to continue developing their skills, knowledge, and aspirations.
- Therapeutic Support – Working hand-in-hand with the hospital's clinical team, we integrate therapeutic strategies into daily learning, ensuring education is part of the recovery journey.
- Holistic Wellness – We see the whole child: their health, their learning, their family, and their future. Our goal is to equip students for a successful return to education, home, and community life.

These values underpin our ethos and define our purpose. Park Lodge is a place where education and recovery go hand in hand, where barriers are met with creativity and compassion, and where every young person is given the chance to rediscover their voice, their talents, and their future.

Our vision is that every young person leaves Park Lodge having re-engaged with education, equipped with renewed confidence, resilience, and the skills to thrive in life beyond the hospital.

Statement of Intent

At Park Lodge School, we are committed to creating a safe, inclusive, and supportive learning environment where all students can thrive. Bullying of any kind is unacceptable and will not be tolerated.

All members of our school community, students, staff, families, and clinical colleagues, work together to prevent bullying, promote respect, and respond swiftly and effectively to any incidents.

Interventions are collaborative, involving hospital staff, the MDT, ward teams, and home schools where appropriate. Daily safety meetings and weekly MDT reviews allow for proactive identification of concerns, including bullying, with oversight from the Key Teacher who manages pastoral care. Responses are designed to be safe, recovery-focused, and considerate of eating disorder needs, ensuring every student can learn in a supportive environment free from fear or intimidation.

Definition of Bullying

Bullying is deliberate, repeated behaviour intended to harm, intimidate, or exert power over another individual or group. It can be:

- Physical: hitting, pushing, stealing, or damaging property.
- Verbal: name-calling, threats, mocking, racist, sexist, homophobic, or transphobic remarks.
- Indirect: social exclusion, spreading rumours, or encouraging others to isolate a student.
- Cyber: abusive messages or posts via text, social media, or other online platforms.

Bullying is characterised by repetition, intent, targeting, and power imbalance.

Types of Bullying

- Racist: based on ethnicity, religion, or skin colour.
- Sexist or sexual: including sexual harassment, gender-based discrimination, or inappropriate sexual behaviours.
- Homophobic/Transphobic: based on actual or perceived sexual orientation or gender identity.
- Related to ability or difference: including SEND, health conditions, appearance, or social background.

Vulnerable students may include those with disabilities, adopted children, those with caring responsibilities, or those with previous traumatic experiences.

Legislation and Guidance

This policy aligns with:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997

- Malicious Communications Act 1988
- Public Order Act 1986
- Computer Misuse Act 1990

Roles and Responsibilities

- Headteacher: oversees implementation, monitors incidents, updates the policy, ensures staff training, and analyses bullying trends.
- Staff: remain vigilant, respond promptly, maintain records, support victims, guide perpetrators toward positive behaviour, and work collaboratively with clinical colleagues and home schools.
- Key Teacher: oversees pastoral care, monitors bullying concerns, coordinates communication with the MDT, ward staff, and home schools, and ensures ongoing support.
- Students: encouraged to report bullying safely, avoid retaliation, and participate in peer support initiatives.
- Parents and Carers: encouraged to communicate concerns promptly and work collaboratively with school, ward, and hospital teams.
- MDT & Ward Staff: consulted as appropriate to ensure interventions are safe, recovery-focused, and take into account medical or mental health considerations.
- Home Schools: informed when necessary to maintain consistency in behaviour management and ensure dual-registered students receive coordinated support.

Prevention Strategies

- Foster a Positive Culture: Through PSHE lessons, school-wide campaigns, restorative approaches, and student-led discussions.
- Social and Emotional Learning: Supporting confidence, empathy, assertiveness, and respect for diversity.
- Staff Training: Regular updates to identify, prevent, and respond to bullying effectively.

- Safe Environment: Continuous monitoring of social dynamics, safe reporting channels, and collaboration with hospital and ward teams.
- Parental and Home School Involvement: Encouraging partnership in preventing and addressing bullying.

Reporting Bullying

- Students, staff, or parents may report bullying verbally, in writing, or via anonymous channels. All reports are taken seriously, and immediate protective measures are taken where necessary.
- Where appropriate, reports and interventions will be shared with the MDT, ward staff, and home schools to ensure coordinated support and consistency in response.

Responding to Bullying

- Initial Response: Ensure the safety of the victim and gather information.
- Investigation: Speak to all involved and collect evidence, in collaboration with the MDT or ward staff where relevant.
- Action Plan: Support the victim, address the perpetrator's behaviour, and consider sanctions consistent with the Behaviour Policy, taking into account any medical or ED-related vulnerabilities.
- Follow-Up: Monitor the situation, provide ongoing support, and review the effectiveness of interventions.
- Escalation: In serious cases, involve parents, home schools, external agencies, or the police if appropriate.
- Restorative approaches are used where suitable, promoting reconciliation, accountability, and behavioural growth.

Integration with Daily and Weekly Meetings

- Bullying incidents or concerns may be raised at daily safety meetings or weekly MDT meetings to ensure a coordinated, safe, and recovery-focused approach across the education and clinical teams.

Recording and Monitoring

- All bullying incidents are logged in the school Bullying Log.
- Patterns and trends are reviewed termly by the Headteacher and MDT.
- Data informs targeted interventions and ongoing staff training.
- Continuous monitoring ensures the effectiveness of preventative and responsive measures.

Conclusion

Park Lodge School maintains a zero-tolerance approach to bullying. Through prevention, prompt intervention, restorative practice, and close collaboration with the MDT, ward staff, Key Teacher, home schools, parents, and students, we ensure every young person learns in a safe, supportive, and bully-free environment that respects their clinical and educational needs.

Appendix A: Anti-Bullying Overview (Students & Families)

Our commitment

- At Park Lodge School, everyone has the right to feel safe, respected, and supported.
- Bullying of any kind is not acceptable and will always be taken seriously.
- Because we are a school based within Park Lodge Hospital, we work closely with the ward team and the wider MDT to make sure all concerns are managed safely and in a way that supports each student's recovery.

What is bullying?

Bullying is when someone repeatedly hurts, upsets, or frightens another person on purpose.

It includes:

- Verbal: name-calling, teasing, insults, threats
- Physical: pushing, hitting, taking or damaging belongings
- Social: excluding someone, spreading rumours
- Online: unkind messages, posts, or images

Bullying is not:

- a single disagreement
- falling out with a friend
- someone being upset once (but we still help)

How to report a concern

You can talk to any member of staff if you feel worried, unsafe, or think someone is being bullied.

You can report by:

- speaking to a teacher or support staff
- talking to the Key Teacher (pastoral lead)
- asking a parent or carer to let us know
- mentioning it during a tutorial session
- letting ward staff know, who can pass information on
- writing it down if that feels easier

You will always be listened to.

You will never get in trouble for speaking up.

What the school will do

- When bullying is reported, we will:
- Make sure you are safe.
- Listen carefully to what has happened.
- Talk to everyone involved so we understand the full picture.
- Work with the MDT or ward team if needed to make sure our response is safe and supports recovery.
- Let your home school and parents/carers know if appropriate.
- Take action to stop the behaviour.
- Support everyone involved to move forward in a positive way.
- Sometimes we use restorative conversations to help repair relationships, but only if it feels safe and appropriate.

What if it happens again?

We will:

- continue to monitor the situation
- check in regularly with you
- raise the concern in daily safety meetings or weekly MDT meetings if needed
- put in extra support around the ward or classroom
- take further action if the behaviour continues
- No one should have to cope with bullying, and you are never expected to deal with it alone.

Working together

- We are here to support you.
- Families, home schools, hospital staff and the Park Lodge School team all work together to keep you safe, listened to, and respected.
- If you ever feel worried—about yourself or someone else—please speak to us.
- We want school to feel safe for everyone, every day.