



Lüderitz Blue School Anti-Bullying Policy

1. SCHOOL STATEMENT

- i) At Lüderitz Blue School, bullying is regarded as an unacceptable social behaviour which has a serious negative impact on all involved.
- ii) We are devoted to providing a caring, friendly, and safe environment for all of our learners to develop in a comfortable and secure environment.
- iii) If bullying does occur, all learners should be able to recognize it and be confident that occurrences will be dealt with quickly and decisively.
- iv) Bullying in any form is not tolerated at Lüderitz Blue School.

2. PURPOSE OF ANTI-BULLYING POLICY

- i) The purpose of this policy is to create a safe and respectful school environment for all students, free from bullying and other forms of aggressive behaviour.
- ii) The policy seeks to guarantee that learners may learn in a secure, supportive atmosphere without worrying about being bullied.
- iii) This policy should be read and followed alongside the Lüderitz Blue School Behaviour Policy.

3. DEFINITION OF BULLYING

- i) Bullying happens when an or a group intentionally harms, intimidates, frightens or demeans another person or group in order to inflict physical or emotional harm.
- ii) Bullying can take place in many forms. For more information, please see 4. FORMS OF BULLYING.
- iii) Occurrences of bullying are typically repeated (not one-off) and may happen secretly and subtly or openly.

4. FORMS OF BULLYING

Bullying in any form is not tolerated at Lüderitz Blue School. Types of bullying include, but are not limited to:

- Physical (e.g. kicking, beating, pushing, spitting, pinching, tripping or stealing property)
- Verbal (e.g. calling someone names, making fun of them or saying hurtful things)
- Emotional (e.g. excluding others or spreading rumours or lies about others)
- Cyberbullying (Using technology to harm a person, e.g. text messaging, uploading messages or photographs online, bullying through social media or gaming platforms)
- Racist (motivated by prejudice against a person's race, ethnicity, or culture)
- Sexual (e.g. saying sexually suggestive things or touching inappropriately)
- Homophobic or Biphobic (motivated by hostility towards lesbian, gay, or bisexual people)
- Transphobic (motivated by prejudice towards people identifying as transgender)
- Disabled (motivated by hostility towards people who have any kind of physical or mental impairment)
- Sexist (motivated by prejudice towards a person's gender).

It should be noted that the list of forms of bullying, as well as the examples given above, are not exhaustive.

5. SCHOOL EXPECTATIONS

- i) All members of the school community are expected to treat each other with respect and kindness. Bullying is not tolerated in any form.
- ii) All members of the school community are expected to report any incidents of bullying they witness, experience or suspect. Please see 6. REPORTING
- iii) This includes school learners, extra-curricular learners, staff, visitors, guests parents/guardians, and members of the school board.

6. REPORTING

- i) Any individual who witnesses, experiences or suspects bullying should report it to a teacher or other school staff member.
- ii) Reports can be made anonymously, if preferred. Please refer to the CONCERNS FORM in APPENDIX A.
- iii) It is important for the school to have as much information as possible in order to take appropriate action.
- iv) Reports will be reviewed by the DSL (Designated Safeguarding Lead) and/or the DDSL (Deputy Designated Safeguarding Lead), who may confer with the Safeguarding team to decide upon the correct course of action.

7. ANTI-BULLYING MEASURES

- i) At Lüderitz Blue School, it is made clear that bullying in any form is not allowed.
- ii) It is made clear that instances of bullying will be treated seriously, and swiftly investigated and resolved.
- iii) Staff responsibilities include, but are not limited to:
 - putting policies in place to deal with bullying of any kind
 - learning to recognise symptoms of bullying, including:
 - altered behaviour
 - withdrawn or apprehensive manner
 - faked illness or skipping classes
 - unusual absence
 - clinginess to adults
 - change in work habits
 - a lack of focus
 - listening to all parties involved in incidents
 - investigating incidents as quickly and thoroughly as possible
 - taking appropriate action or referring incidents to the DSL (Designated Safeguarding Lead) or DDSL (Deputy Designated Safeguarding Lead)
 - recording incidents in the Pupil File as well as Safeguarding File as is appropriate
 - sharing incidents of bullying with parents of both the victim and the child doing the bullying.
- iv) Lüderitz Blue School educates learners about bullying, including but not limited to, assemblies, events such as Anti-Bullying Week and Citizenship/ Circle Time lessons.
- v) Workshops for parents/guardians may also be organised if necessary. For guidance for parents/guardians, please see 10. ADVICE FOR PARENTS/GUARDIANS.

8. CONSEQUENCES OF BULLYING

- i) Consequences for bullying will be determined on a case-by-case basis.
- ii) The school will take into account the severity of the behaviour and the individual needs of the involved parties.
- iii) Consequences may include, but are not limited to, counseling, community service, and disciplinary action up to and including suspension or expulsion.
- iv) Please refer to the Lüderitz Blue School Behaviour Policy for further information.

9. SUPPORT FOR VICTIMS OF BULLYING

- i) Victims of bullying will be provided with appropriate support, such as counseling or support groups.
- ii) Support will also be offered to the child doing the bullying as well.

10. ADVICE FOR PARENTS/GUARDIANS

- i) Parents/guardians are advised that a large portion of bullying occurs online. It is advised to keep an eye on your child's use of social media, including Twitter, Facebook, WhatsApp and texting.
- ii) When a child is not in school, access to these platforms is out of the school's control.
- iii) Parents/guardians are advised to talk to their child frequently to discuss any problems. Children should be encouraged to feel good about themselves and reminded that everyone is unique and important.
- iv) If parents/guardians suspect that their child is bullying others or being bullied, they are advised to speak directly to the school. Please see 6. REPORTING.
- v) Parents/guardians are encouraged to remain realistic with their expectations. Although instances of bullying are often upsetting or unsettling for all involved, some ongoing issues do take time to be resolved.
- vi) In cases of bullying, parents/guardians are encouraged to be fully co-operational with the school as the best solution is reached.
- vii) If your child is a victim of bullying, they should be reassured that it is not their fault and that they will be helped.
- viii) If your child takes part in bullying, parents/guardians are advised to keep in mind that they cannot stop bullying on their own and support is necessary.

Written: January 2023

Written by: Samantha Higoam

First Review: Marnie Allen, January 2023

Second Review: January 2024

Next Review due: January 2025

APPENDIX A

CONCERNS FORM

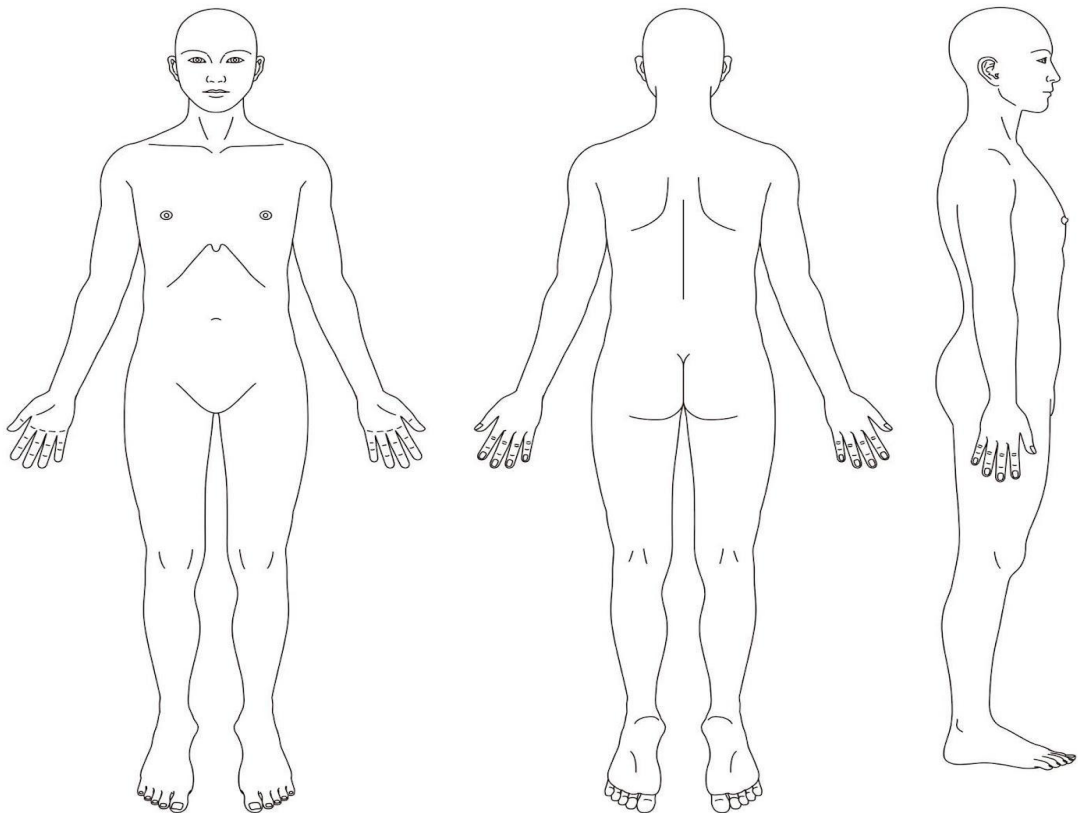
Please complete this form and return it to the DSL if you have a concern about a learner.
Remember no concern is too small.

Body Chart Completed	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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Pupils Name						
Date	<input type="text"/>	Time	<input type="text"/>	Day	<input type="text"/>	
Person completing form					Signature	<input type="text"/>

Concern (Provide as much detail as possible. Continue on a separate sheet if necessary)			
Signed	<input type="text"/>	Date	<input type="text"/>

If relevant to your concern, clearly mark the location of your concern and label each concern with a number for referencing purposes.



FOR DSL/DDSL USE ONLY:

Further action required	Date of action	Action taken by	Signature

Date given to DSL/DDSL		Time given to DSL/DDSL	
Name of DSL/DDSL		DSL/DDSL Signature	