



## **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.

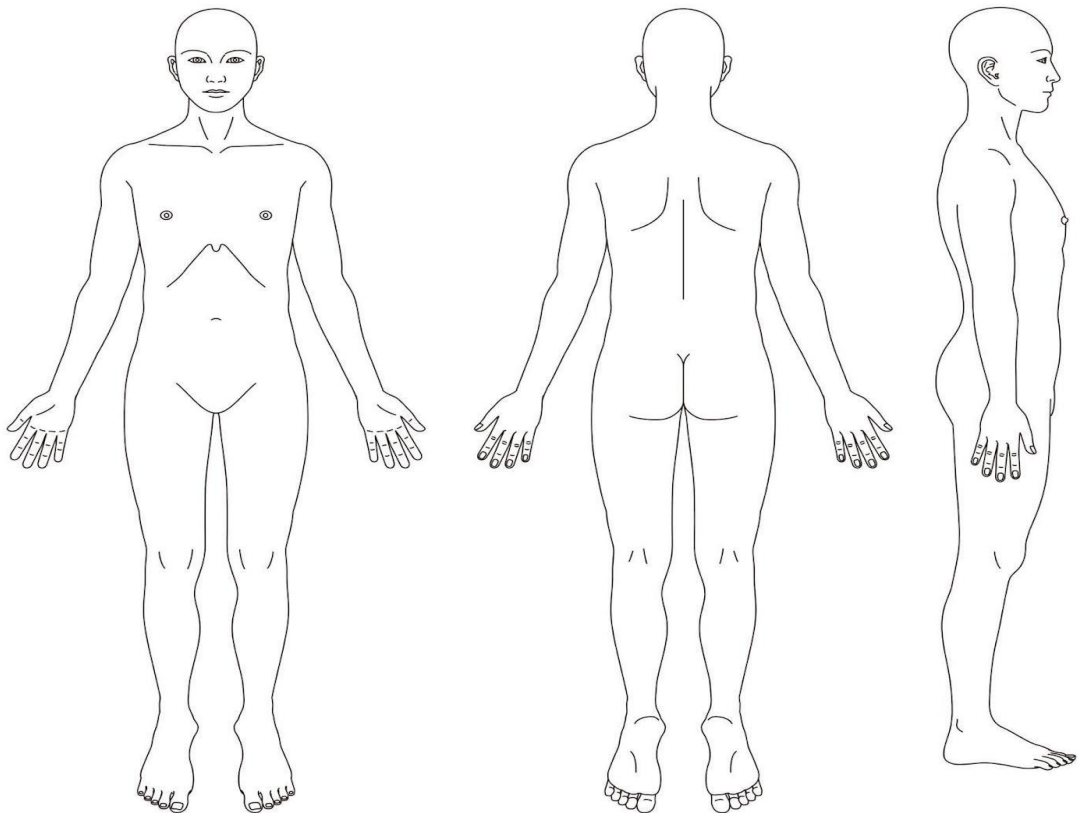
## **10. ADVICE FOR PARENTS/GUARDIANS**

- 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  
Reviewed by: Marnie Allen  
Next review due: January 2024



**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	