Anti-Bullying Policy

Ratification Date: ___20/07/21_____

Signed: ___AJHawkins_____

Review Date: ___09/09/26_____

Date of next review: September 2027

Version Control

Version	Date	Changes
1		Original
1.1	26/09/23	Reformatted; amendment to section 1; updated contacts section 7;
1.2	05/09/24	Appendix removed, reference to sending of letters amended to phone call, text or email
1.3	12/09/25	Amended reference to organisational plans section 12; all references updated to setting in context of organisation
1.4	9/9/26	P5 Misogyny added to list of examples. P5 Procedures-Head of centre added to point 2.

Review

Approved and reviewed by The Board of Directors.

This policy will be reviewed annually, or more frequently, if necessary, to ensure that it remains up-to-date and effective. The review will take into account changes in legislation, guidance, and best practice. The review will also consider feedback from Young people, staff, and parents.

Contents

1. Statement of intent
2. Aims
3. Objectives
4. Definitions
5. Procedures
6. Code of Conduct
7. Help organisations
8. Complaints procedure
9. Relevant policies
10. Monitoring, Evaluation and Review of Policy
11. Appendix 1 (Example letter)

1.Statement of Intent

At Liminal Education bullying and harassment in any form will not be tolerated. We aim to remove barriers to learning, provide a safe, caring, nurturing environment. Our work specifically targets social, emotional, and behavioural skills and educational progress. Thus, at our provision students with educational and social challenges can develop the skills and character necessary to achieve their potential both academically, personally, and socially.

This will enable them to access appropriate education, work, or post statutory education studies successfully. We believe education is the shared responsibility of Liminal Education and all staff, student, home, & community to work with them to help them live a full and enjoyable life.

We will, when we think it is necessary, use external agencies both to support children who have been the subject of bullying, and to work with the perpetrator to change their behaviour.

2. Aims

- To create an ethos in which bullying/harassment are unacceptable by all members of the provision community.
- To identify and deal effectively with incidents of bullying/harassment across our setting.
- To make sure that pupils know what to do and who they can turn to if they think they are being bullied, or if they know someone else is being bullied.
- To make sure that where we are told about bullying, that we deal with it fairly, sympathetically, firmly and promptly.

3.Objectives

- To ensure all stakeholders have access to the provision anti-bullying policy.
- To maintain and develop effective listening systems for students and staff within the provision.
- To involve all staff in dealing with incidents of bullying/harassment effectively and promptly.
- To equip all staff with the skills necessary to deal with bullying/harassment.
- To communicate with parents and other stakeholders effectively on the subject of bullying/harassment.

- To ensure that all incidents of bullying/harassment are recorded, and appropriate use is made of the information and where appropriate shared with relevant organisations.

4.Definitions

Bullying is any behaviour that is deliberately intended to hurt, threaten, or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power and is usually premeditated.

Bullying behaviour can include:

- Emotional – name calling, being unfriendly, excluding, tormenting (hiding books, threatening gestures), being forced to do something against their will, being forced to hand over money.
- Verbal – teasing, name calling, spreading rumors.
- Physical – hitting, pushing, pinching, kicking or any use of violence.
- Theft – personal possessions taken, e.g., bag or mobile phone.
- Cyber – receiving abusive texts, e mails, abuse via social networking sites, misuse of associated technology, e.g., camera, video.
- Religious – being attacked in any way due to religion.
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – any form of attack because of sexuality or perceived sexuality of the victim
- Harassment is defined as any kind of unreasonable behaviour which alarms, distresses, or torments someone else.
- Misogynystic- behaviours showing a hatred of, contempt for, or prejudice against women.

5.Procedures

- When a bullying incident is identified it is important to make a record of who is involved, what happened and how it was followed up.
- All incidents of bullying to be brought to the attention of the Head of Centre and communicated to all Liminal staff.
- All incidents to be dealt with as soon as possible.
- Parents/carers and host school to be informed by phone call, email and or text
- Appropriate action will be taken and recorded, and the victim informed.

- Support for the victim to be provided if necessary.

6.Code of Conduct

We recognise that all adults at Liminal are in effect role models for the students. The way in which we behave towards each other and to students is particularly important in terms of providing positive role models.

Therefore, all adults must:

- show respect for every student and other colleagues within the setting.
community.
- be aware of vulnerable students.
- criticise the behaviour rather than the student
- avoid favoritism.
- be seen to be fair.
- avoid labeling.
- have high expectations of students.
- never give students ammunition to use against each other.
- actively seek to develop a praise culture within the setting.

Young people also have a responsibility to role model appropriate behaviour for their peers. We therefore believe that all students must:

- show respect for their fellow students and adults working within the setting
- support and be sensitive to others when they may be feeling. vulnerable
- actively seek to develop a praise culture within the provision.
- actively support the anti-bullying policy
- take responsibility for their own behaviour.

7.How to get more information

The best way to get more information is to speak to a member of staff at Liminal. They will take your concerns seriously and do their best to help.

8.Help Organisations

List of useful websites for students, parents, and teachers:

https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/

https://www.gov.uk/bullying-at-school/reporting-bullying

www.kidscape.org.uk

http://www.familylives.org.uk

https://anti-bullyingalliance.org.uk

https://www.bbc.co.uk/bitesize/articles/zyb43j6

https://www.nationalbullyinghelpline.co.uk/children.html

9.Complaints Procedure

Any complaints should be reported directly to the CEO. Complaints can be made via telephone, visit or in writing.

10.Relevant Policies

Other Liminal policies that cross reference with this one are:

- Behaviour Policy
- Health & Safety Policy
- Safeguarding and Child Protection Policy
- Confidentiality policy
- Equality policy
- Online Safety policy

11. Monitoring, Evaluation and Review of Policy.

It is the responsibility of the CEO to oversee and organise the monitoring and evaluation of this policy, in the context of the overall organisational plans for monitoring.