

Behaviour, Anti-Bullying and Discipline Policy

1. Purpose

This policy sets out how Liminal education East Anglia Ltd promotes positive behaviour, prevents bullying, and applies fair and consistent discipline. It aims to create a safe, respectful, and supportive environment for all pupils and staff.

2. Principles

- Every pupil has the right to feel safe, respected, and able to learn.
- Positive relationships, mutual respect, and high expectations underpin behaviour management.
- Pupils are supported to develop self-regulation, resilience, and responsibility for their actions.
- Bullying in any form is not tolerated and will be addressed promptly and robustly.
- Sanctions are applied fairly, consistently, and proportionately.
- Staff model respectful behaviour at all times.

3. Promoting Positive Behaviour

- Clear expectations are explained to pupils on induction.
- Staff use praise, encouragement, and restorative practice to reinforce positive behaviour.
- Pupils are given opportunities to make choices and take responsibility.
- Individual behaviour support plans are developed where necessary.
- Staff receive training in de-escalation and positive behaviour strategies.

4. Standards of Behaviour

Pupils are expected to:

- Treat others with kindness and respect.
- Follow staff instructions promptly.
- Respect the rights, opinions, and property of others.
- Use respectful language (no abusive, discriminatory, or threatening language).
- Keep themselves and others safe by following health and safety rules.

5. Anti-Bullying

Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another person. This can include physical, verbal, emotional, cyber, discriminatory, or relational bullying.

Prevention

- Staff supervision and vigilance at all times.
- A clear message to pupils that bullying is unacceptable.
- Promoting respect, diversity, and inclusion.

- Providing pupils with safe ways to report concerns.

Response

- Allegations or suspicions of bullying are taken seriously and recorded.
- The Designated Safeguarding Lead (DSL) is notified immediately.
- Parents/carers and placing schools are informed where appropriate.
- Support is provided for the victim and interventions arranged with the perpetrator.
- Serious or persistent bullying may result in exclusion from the provision.

6. Peer-on-Peer Abuse, Sexual Violence and Sexual Harassment

- The provision recognises that peer-on-peer abuse can occur in person and online (e.g. bullying, sharing of inappropriate images, harmful sexualised behaviour, or coercion) as well as in person.
- Sexual violence and sexual harassment are never acceptable and will not be tolerated or dismissed as “banter” or “part of growing up.”
- All allegations are taken seriously, recorded, and investigated promptly by the Designated Safeguarding Lead (DSL).
- The DSL will work with external agencies (e.g. police, local authority safeguarding teams) where appropriate.
- Victims will be supported, protected, and listened to. They will never be made to feel at fault.
- The provision will educate pupils about respect, consent, and appropriate relationships as part of PSHE and safeguarding education.
- Perpetrators will be held accountable through proportionate sanctions, behaviour support, and referrals where required.
- Parents/carers and commissioners will be informed, unless this would place a pupil at additional risk.

7. Discipline and Sanctions

- Sanctions are applied proportionately, consistently, and recorded.
- Examples include: verbal warning, time out, restorative meeting, loss of privilege, or contact with parents/carers/commissioners.
- Physical restraint may only be used as a last resort, by trained staff, and only to prevent harm to the child or others. All incidents are recorded and reported to the DSL and proprietor.
- Permanent removal from the provision may be considered in cases of persistent or serious misconduct.

8. Recording and Monitoring

- All behaviour incidents, sanctions, and bullying allegations are recorded in the Behaviour Log.
- The proprietor/manager monitors patterns and takes action to address concerns.
- Records are shared with commissioners on request.

9. Roles and Responsibilities

- All staff: promote positive behaviour, challenge poor conduct, record incidents, and model respectful behaviour.
- DSL: monitor bullying, safeguarding, and serious incidents.
- Head of Centre: ensure policy compliance, review records, and liaise with commissioners.
- Pupils: take responsibility for their actions, treat others respectfully, and seek help if they witness bullying.

10. Communication

- Policy shared with all staff, pupils (in accessible language), and commissioners.
- Behaviour expectations reinforced daily in practice.

11. Review

This policy is reviewed annually or sooner if legislation or guidance changes.

Approved by: ***Richard Henwood*** (Head of Centre)

Date: 01/09/25

Next Review: September 2026