



Anti-Bullying Policy

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1) Policy Objectives

This policy outlines what staff at The Quay will do to prevent and tackle all forms of bullying. The Quay is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2) Links with Other School Policies and Practices

Behaviour and discipline policy

Complaints policy

Child Protection policy

Confidentiality policy

Acceptable Use Policies

Social media policy

Searching, screening and confiscation guidance.

3) Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

The Education and Inspection Act 2006, 2011; The Equality Act 2010; The Children Act 1989; Protection from Harassment Act 1997; The Malicious Communications Act 1988; Public Order Act 1986.

4) Responsibilities

It is the responsibility of: the Joint Directors to communicate this policy to the Quay community and is adhered to at all times; all Quay staff to support, uphold and implement this policy accordingly; parents/carers to support their children and work in partnership with The Quay; learners to abide by the policy.

5) Definition of Bullying

Bullying can be defined as ‘behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally’ - DfE
‘Preventing and Tackling Bullying

Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

The Quay recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children’s emotional development. Bullying is recognised as a form of child on child abuse; children can abuse other children. Abuse is abuse and it should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”. We recognise that even though it is highly unlikely that bullying would occur in The Quay without staff being aware (given high staff/learner ratios), if there are no reports of bullying it does not mean it is not happening, and it may be the case that it is just not being reported.

All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

6) Forms and Types of Bullying Covered

- Cyber-Bullying - The rapid development of, and widespread access to, technology has provided a new medium for ‘virtual bullying’, which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen in the home with a potentially bigger audience, and more accessories as people forward on content.
- Racist Bullying - This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome, marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.
- Homophobic Bullying - This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transsexual people.
- Vulnerable Groups - We at The Quay recognise that some groups of learners may be more vulnerable to bullying, including: Looked After Children; Children having

caring responsibilities; Gypsy, Roma and Traveller children; Children with Special Educational Needs or Disabilities (SEND); Children from ethnic minorities; Children for whom English is an Additional Language; Children who are perceived to be gay, lesbian, bisexual or transsexual; Those suffering from health problems, including mental health

7) Responding to Bullying Concerns

The following steps will be taken when dealing with any incidents of bullying reported to the Quay:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The Quay will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.
- The Joint Directors, Designated Safeguarding Lead (DSL) or another appropriate member of staff will interview all parties involved.
- A clear and precise account of bullying incidents will be recorded as a safeguarding concern in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
- The Quay will speak with and inform other staff members, where appropriate.
- The Quay will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Appropriate sanctions and support, for example as identified within the behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, Children and Families Services (Gloucestershire), or Early Help if a child is felt to be at risk of significant harm.

8) Supporting Learners

Learners who have been bullied will be supported by:

- Reassuring the learner and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with a trusted member of staff.
- Working towards restoring self-esteem and confidence.

- Providing ongoing support. This may include working and speaking with staff, using stories and narratives in lessons to process what has happened, and engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the Children and Young People's Mental Health Service (CYPMHS).

Learners who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change. Using stories and narratives where this would be more effective.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- In extreme or repeated cases, fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Integrated Children Services or Early Help or support through the Children and Young People's Mental Health Service (CYPMHS).

9) Supporting Adults

The Quay takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by learners, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a lead Tutor, and/or a Director.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school site or outside of provision hours (including online), the Quay will still investigate the concern and ensure that appropriate action is taken in accordance with the behaviour and discipline policy.

- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the Quay's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

10) Preventing Bullying

a) Environment

All staff and learners will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

b) Policy and Support

Staff of The Quay will:

- Provide a range of approaches for learners, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing policies, for any bullying brought to our attention, which involves or effects learners, even when they are not on The Quay premises.
- Implement appropriate consequences: the consequences of bullying will reflect the seriousness of the incident.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

c) Education and Training

The Quay will:

- Train all staff to identify all forms of bullying and take appropriate action, following the Quay's policy and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
- Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- Provide systematic opportunities to develop learners' social and emotional skills, including building self-esteem.

11) Monitoring and Review

Putting Policy into Practice

The Quay will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

- Any issues identified will be incorporated into the provision's action planning.
- The Joint Directors and DSL will be informed of bullying concerns, as appropriate.

12) Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk #
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net Cyberbullying
- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS):
www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk

- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational LGBTQ+
- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk Sexual Harassment and Sexual Bullying
- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW):
www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaignposters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:
www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying):
www.childnet.com/our-projects/project-deshame