



Anti-Bullying Policy for SPaCE

Introduction

SPaCE is committed to providing a safe, inclusive, and supportive environment for all pupils, staff, and visitors. Bullying of any kind is unacceptable and will not be tolerated within the provision. This policy aims to prevent bullying, address incidents when they occur, and ensure a positive, trauma-informed approach to support all individuals affected. SPaCE recognizes the importance of trauma-sensitive practices and adheres to relevant legislation to create an environment where every individual can thrive.

Purpose of the Policy

The purpose of this Anti-Bullying Policy is to:

- Prevent bullying in any form, including physical, verbal, emotional, and cyberbullying.
- Ensure a safe environment where pupils and staff feel supported, heard, and respected.
- Provide a clear, trauma-informed framework for responding to incidents of bullying.
- Uphold the rights of all individuals, including those who are vulnerable or have experienced trauma, to be free from bullying and harassment.

Scope

This policy applies to:

- All pupils and staff at SPaCE.
- Volunteers, contractors, and visitors to SPaCE.
- Any incidents of bullying that take place within the provision, during off-site activities, or online (when related to SPaCE).

Definition of Bullying

Bullying is defined as any deliberate, repeated behaviour that causes harm, distress, or fear to others. This includes:

- **Physical Bullying:** Hitting, pushing, or any physical harm or intimidation.
- **Verbal Bullying:** Name-calling, mocking, threats, or spreading rumours.
- **Social/Emotional Bullying:** Exclusion, isolation, or deliberate damage to someone's reputation or relationships.
- **Cyberbullying:** The use of digital platforms (social media, text messages, etc.) to threaten, harass, or socially isolate others.

Bullying behaviours may also involve discrimination based on any protected characteristic under the **Equality Act 2010** (e.g., age, disability, gender, race, religion, sexual orientation, etc.), and SPaCE takes any form of discriminatory bullying very seriously.

Trauma-Informed Approach

SPaCE adopts a trauma-informed approach to address bullying. This means that we recognize that individuals who have experienced trauma may react differently to bullying and may require specialized support to feel safe and secure. A trauma-informed approach ensures that the



response to bullying is compassionate, empathetic, and understanding, recognizing the following principles:

- **Safety:** Creating a safe environment for all individuals involved, free from any form of retaliation or further harm.
- **Trustworthiness:** Building trust through transparent processes and clear communication with all parties involved.
- **Choice:** Empowering individuals by providing options and a sense of control over their responses to bullying.
- **Collaboration:** Working together with pupils, staff, and families to address the issues and ensure a holistic solution.
- **Empowerment:** Supporting individuals in recognizing and building their resilience, and providing them with coping skills and tools.

Legislation and Legal Framework

This policy is guided by and consistent with the following legislation:

- **Equality Act 2010:** Ensures protection from discrimination for individuals with protected characteristics, and the right to an environment free from harassment and bullying.
- **Children Act 1989 & 2004:** Highlights the importance of safeguarding and promoting the welfare of children, including protection from bullying and harm.
- **Education Act 2002 (Section 175):** Places a duty on schools and provisions to safeguard and promote the welfare of pupils, including preventing bullying.
- **Health and Safety at Work Act 1974:** Requires SPaCE to ensure the physical and psychological safety of all individuals within the provision.
- **Human Rights Act 1998:** Upholds the rights of individuals to live free from harassment, abuse, or degrading treatment.

Reporting Bullying

SPaCE encourages an open, transparent environment where pupils and staff feel comfortable reporting any concerns about bullying. Individuals can report bullying in the following ways:

- Speaking directly to a trusted staff member (e.g., teacher, teaching assistant, or pastoral care lead).
- Completing an anonymous bullying report form available at SPaCE.
- Reporting incidents to parents or carers, who can contact the leadership team on behalf of the pupil.
- Using online reporting tools if available.

Reports will be taken seriously, and investigations will be conducted in a timely and sensitive manner.



Dealing with Bullying Incidents

SPaCE's response to bullying incidents will follow a trauma-informed, restorative approach to both address the behaviour and support those affected.

1. Initial Response:

- All reports of bullying will be taken seriously and investigated promptly.
- The individual who is being bullied will be supported immediately and given an opportunity to share their perspective in a safe, non-judgmental space.
- Any immediate safety concerns will be addressed to prevent further harm, including offering safe spaces for affected individuals.
- The individuals engaging in bullying behaviour will also be given an opportunity to explain their actions, with the aim of understanding the underlying causes and addressing them appropriately.

2. Investigation and Support:

- SPaCE will conduct a fair and thorough investigation into the incident, gathering information from all parties involved, including witnesses.
- A trauma-informed approach will be used to ensure that all individuals feel safe, heard, and respected during the process.
- Support will be provided to the pupil experiencing bullying, including access to counselling or mental health services if needed.
- The pupil engaging in bullying behaviour will be given an opportunity to reflect on their actions, with appropriate support in place to address any underlying needs or issues.

3. Restorative Practices:

- SPaCE employs restorative practices, which focus on repairing relationships, promoting empathy, and restoring harm. This may involve:
 - Restorative conversations between the victim and the individual engaging in bullying behaviour (facilitated by a trained mediator).
 - Support for both parties to understand the impact of the behaviour and how to move forward in a positive way.
 - Collaborative solutions that empower both the individual who has been bullied and the individual engaging in bullying behaviour to take responsibility for their actions and prevent future incidents.

4. Sanctions:

- Where necessary, appropriate sanctions will be implemented for those found to have engaged in bullying, which could include a warning, a formal reprimand, or exclusion from certain activities. However, the focus will remain on understanding the underlying causes of the behaviour and offering opportunities for improvement.



- Any sanctions imposed will be in line with SPaCE's Disciplinary Policy and will be proportionate to the severity of the behaviour.

Prevention of Bullying

SPaCE is proactive in preventing bullying through:

- **Education and Awareness:** Delivering regular anti-bullying lessons in PSHE sessions, including raising awareness of different types of bullying, the effects of bullying, and how to respond.
- **Promoting Positive Relationships:** Encouraging respect, kindness, and inclusivity through structured activities, group work, and community-building initiatives.
- **Staff Training:** Providing ongoing professional development and training for all staff, including a focus on trauma-informed practices, to better recognize and respond to signs of bullying.
- **Pupil Involvement:** Encouraging pupils to take part in creating a positive, respectful school culture through student councils, peer support groups, and anti-bullying campaigns.

Monitoring and Review

This policy will be reviewed regularly, and updates will be made as needed to ensure that SPaCE remains a safe and supportive environment for all. Feedback will be sought from pupils, parents, staff, and external partners to ensure the policy remains effective and responsive to the needs of the community.

Conclusion

SPaCE is committed to the prevention of bullying and ensuring that all individuals can participate in school life free from harm and fear. By adopting a trauma-informed approach, we aim to support both those who are affected by bullying and those involved in bullying behaviour in a way that is compassionate, restorative, and focused on long-term positive change. Through consistent implementation of this policy, SPaCE will foster an environment where all individuals are respected, valued, and can thrive.

This Anti-Bullying Policy is aligned with legislation and best practices, ensuring a trauma-sensitive, supportive, and inclusive environment for all at SPaCE.

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