



Title:	Student Anti-Bullying Policy
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Student Anti-Bullying Policy

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Bullying will not be tolerated at Learning4Life-GY and we take every report of bullying seriously.

Our legal and safeguarding responsibilities

This policy reflects the Education and Inspections Act 2006 duty to promote good behaviour and prevent bullying, the Equality Act 2010 and Public Sector Equality Duty, the Human Rights Act 1998, Keeping Children Safe in Education 2026 (KCSIE 2026), and data protection laws comprising the UK GDPR, Data Protection Act 2018 and Data (Use and Access) Act 2025. Bullying may also amount to child-on-child abuse, harassment, discrimination or a criminal offence and will be addressed under the appropriate safeguarding, behaviour and disciplinary procedures.

We are committed to providing a caring, friendly environment for you to learn and achieve in a secure and purposeful atmosphere and this can only happen if you are happy and feel safe.

This booklet gives details on:

- What bullying is
- Why does bullying happen? What can I do if I am not happy with my behaviour?
- What should I do if I am being bullied and what support could I receive?
- If I am afraid if I tell anyone it will get worse
- What I should do if I see someone being bullied
- Guidance and Contacts

What is Bullying?

Learning4Life-GY defines bullying as behaviour by an individual or group, usually repeated over time, that intentionally hurts, intimidates, humiliates or excludes another person. A single serious incident may still require action under safeguarding, behaviour, equality or criminal law. Bullying may happen face to face or online, inside or outside the school, and may continue across both settings.

We know that bullying takes many forms; the four main types are:

- Emotional: being unfriendly, excluding, tormenting
- Physical: pushing, kicking, hitting or any use of violence
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber/online: harmful messages, posts, group-chat activity, impersonation, exclusion, doxxing, threats, sharing personal information or images, and content created, altered or amplified using artificial intelligence, including deepfakes.

Bullying can be physical, verbal, or psychological and can include behaviour such as:

- Name calling
- Spreading hurtful stories
- Excluding someone from groups and breaking up friendships
- Prejudice-based or discriminatory comments, harassment or exclusion connected with race, colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation, gender reassignment, disability, age, pregnancy or maternity, marriage or civil partnership, or a person's association with someone who has a protected characteristic.
- Taking or damaging possessions or money
- Pushing or physical violence
- Sexual harassment or harmful sexual behaviour, including sexual comments, jokes, rumours, unwanted touching, coercion, misogyny or misandry, upskirting, or making or sharing nudes or semi-nudes. All incidents involving nude or semi-nude imagery require a safeguarding response, including content altered or generated using AI.
- Upsetting someone through the misuses of phones or the internet. This includes pictures, photographs, and videos.
- Threats of serious physical harm, use or threatened use of a weapon, stalking, extortion or hate-related conduct. These may be safeguarding matters or crimes even where they are described as a joke or banter.

Why does Bullying happen?

People who bully may themselves need support. Their behaviour can be influenced by peer pressure, unmet needs, trauma, prejudice, exposure to violence or harmful online content, or difficulty managing relationships. These factors do not excuse bullying. We will challenge the behaviour, assess risk and provide proportionate support to prevent further harm.

Some students may be nasty to others to establish themselves within a group or to gain a certain status but may not realise that their actions are in fact bullying.

A rule of thumb is that you behave or see someone behaving badly to another person that you would not do if your teacher was standing beside you then IT IS WRONG! Think before you say or do something and consider – would my parent, carer, teacher be disappointed with my behaviour? If so, don't do it or report it.

We are also here to support you if you are unhappy with your behaviour or feel that you want help to try and behave more positively towards others. Speak to a teacher or the Department Manager – we can help too!

What should I do if I am being bullied?

Tell a parent or carer so you can be supported from home AND speak to or email a teacher, learning support or come to talk to a manager. If you do not say anything then we can't help to stop it.

Email: hello@learning4life-gy.co.uk

If you tell us we can offer advice and support – you may just want someone to talk to and we will work with you at your own pace, so you are comfortable with everything that happens.

We can also advise you on other activities that you may not be aware of but can join to gain new friends and take up new interests at break and lunchtimes.

Your teachers and learning support can give you guidance on self-esteem techniques, strategies on dealing with bullying incidents and have a variety of useful contact details for support groups and external workshops you can attend.

I am afraid if I tell anyone it will get worse

We will listen to your views and explain what will happen next. We cannot promise to keep a report secret or let you decide every action, because we may need to share information to keep you or somebody else safe. Information will only be shared with people who need it, lawfully and proportionately. Reporting bullying should never result in you being blamed, shamed or treated as if you caused the problem.

What should I do if I see someone being bullied?

Deep down the majority of students know when behaviour towards another student is 'just not right'. If you feel uncomfortable with something that you see let a teacher, or learning support know. Listen to your instincts – they are usually right. Watching bullying happen is wrong too.

- Tell a member of staff who you feel comfortable to talk to who is trained to respond and offer support
- Send an email to hello@learning4life-gy.co.uk with details of who is being bullied, you don't even have to put your name on it, but it would help if you did.
- Put an anonymous message in the Student Comments box near the front entrance. This is used for many purposes so it will not be obvious when a report of bullying is being posted.

Guidance

- People who bully want to get a reaction out of you, but don't retaliate
- Try noting down dates, times and places of when the bullying happens
- Make sure you've got your friends around you most of the time
- Don't suffer in silence. Bullying is wrong – so tell someone about it.

If you know someone is being bullied

- Don't ignore someone else being bullied, you should report the incident
- Support the person being bullied, whoever they are, they need your help and kindness

- Don't get into a fight on behalf of someone else
- If someone is in danger, get help right away

If you are bullying someone

- It's not too late to stop bullying
- Ask yourself why you're behaving that way, do you really want to hurt or upset people?
- Think about if it is worth getting into trouble
- Be mature enough to stop and think about what you are doing
- Are you taking out your anger on other people because of stuff outside of Learning4Life-GY?
- Bullying won't win you any friends, it just makes people scared of you
- Talk to someone about your situation

Online or mobile phone bullying

- If you are being targeted by mobile phone, always tell someone that you trust at Learning4life-GY or home
- Save evidence where it is safe and lawful to do so, such as dates, usernames, URLs and screenshots of messages. Do not save, copy, forward or ask to see nude or semi-nude images of anyone under 18; report these immediately to a trusted member of staff, who will follow safeguarding procedures.
- Report bullying in the same way as detailed above.
- Use platform reporting and blocking tools where appropriate, review privacy settings, and follow Learning4Life-GY's mobile-phone and acceptable-use rules. Never retaliate or redistribute harmful content. If there is an immediate danger, call 999.

What Learning4life-GY will do to prevent the re-occurrence of bullying behaviours.

- All staff will actively supervise behaviour, remain professionally curious and act on reports or indicators of bullying, including where a learner is reluctant or unable to make a direct disclosure.
- Bullying, cyberbullying, prejudice-based and discriminatory bullying are contrary to Learning4Life-GY's values of Ready, Respectful, Safe and will be addressed under the Behaviour and Attendance Policy, Safeguarding and Child Protection Policy and, where applicable, disciplinary procedures.
- Support will be provided to the learner harmed and to the learner whose behaviour caused harm. Child-on-child abuse is preventable and is a safeguarding issue for both. Staff will assess immediate and ongoing risk, record actions and outcomes, consider SEND and communication needs, involve parents or carers where appropriate, and use restorative work only where it is safe, voluntary and does not minimise harm. Serious violence, threats involving weapons, sexual harm, hate incidents or suspected crimes will be referred promptly to the DSL and, where required, children's social care or the police.
- Bullying that occurs away from the premises or online may still be investigated and addressed where it affects learners' safety, welfare, education or the orderly running of Learning4Life-GY.

Need more help?

Useful websites:

- www.cyberbullying.org
- www.anti-bullyingalliance.org.uk
- www.thinkuknow.co.uk
- www.bullying.co.uk
- www.familylives.org.uk
- www.ineedhelp.org.uk

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12/02/24	Revision table added to end of document	Louis Meller
12/08/26	Updated for 2026 legislation and KCSIE 2026; changes highlighted yellow	