



ANTI BULLYING POLICY 2025-26

**Quay Climbing Centre
Clip 'n Climb Exeter
Boulder Exe**

Designated Safeguarding Officer: Jennifer Thomas
Management Safeguarding Lead: Gavin Atkins
Director Responsible for Safeguarding: Alison Smith

VERSION 2.1 – 12 November 2025



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ANTI BULLYING POLICY SCOPE

Policy Scope

This policy applies to:

- All employees and volunteers involved with the Quay Climbing Group
- All children and young people aged 18 and under and adults at risk engaged in activities delivered by the Quay Climbing at one of our venues or at other locations (such as outdoor climbing sites, competitions/events at other venues)
- All parents and carers with responsibility for a child or young person engaged in activities delivered by the Quay Climbing Group

Bullying is not tolerated by The Quay Climbing Group. This policy sets out what we will do to tackle bullying and how we will support young people and their families. It is mandatory for all employees of the Quay Climbing Group to adhere to the guidelines set out in this policy.

Legal Framework

Our responsibilities are defined by the following legislation:

- **Children Act 1989** – establishes the duty to safeguard and promote the welfare of children, including the duty of local authorities to investigate where there is reasonable cause to suspect significant harm.
- **Children Act 2004** – builds on the 1989 Act and places a duty (Section 11) on a range of organisations, including those providing sports activities, to ensure their functions are carried out with regard to the need to safeguard and promote the welfare of children.
- **Children and Social Work Act 2017** – introduced the system of local multi-agency safeguarding partnerships, replacing Local Safeguarding Children Boards.
- **Safeguarding Vulnerable Groups Act 2006** – establishes the legal framework for safer recruitment and the barring of unsuitable individuals from working with children.
- **Working Together to Safeguard Children (2023)** – statutory guidance on multi-agency working to safeguard and promote the welfare of children.
- **Equality Act 2010** – requires us to provide safeguarding and welfare without discrimination and with due regard to the needs of all persons with protected characteristics.

Associated Policies

This policy operates with reference to:

- the Safeguarding Policy for Children/Young People and for Adults at Risk

- the Online Safety/Social Media Policy
- the Codes of Conduct for Coaches, Parents/Carers and Young People.

Company Addresses/Locations

Company Registered Address:

Quay Climbing Centre Ltd, Haven Road, Exeter, EX2 8AX

Company Locations/Centres:

Quay Climbing Centre – Haven Road, Exeter, EX2 8AX

Clip 'n Climb Exeter – Haven Road, Exeter, EX2 8AX

Boulder Exe – Tudor Street, Exeter, EX4 3BR

Monitoring

This policy will be reviewed every two years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by regulatory or governing bodies (such as the BMC or ABC)

This policy was last reviewed on 11 / 14 / 2025 [Date]

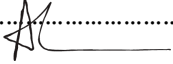
Managing Director:

Damian Johnson

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Director with Responsibility for Safeguarding:

Alison Smith

Signed 

POLICY STATEMENT

Bullying behaviour is unwanted, aggressive behaviour which involves a real or perceived power imbalance. The behaviour is often repeated or has the potential to be over time. It is one of the most common forms of abuse and is something that must be taken seriously – the consequences of bullying can be devastating to both the victim and their family. This policy sets out what we will do to tackle bullying behaviour and how we will support children and adults who experience or display bullying behaviour.



What is Bullying?

Bullying can take many forms but typically falls into one of the following categories:

- Physical – such as hitting, pushing, kicking or theft of property
- Verbal – such as remarks that are offensive in nature, often personal and often in contravention of protected characteristics
- Emotional – such as persistent negative feedback or manipulation
- Exclusion – deliberately leaving someone out of an activity or a group
- Extortion – blackmailing, being dared or forced to steal, demands
- Damage to property – hiding or defacing property, kit, devices
- Cyber bullying – bullying through social media, messaging, spreading rumours, posting derogatory comments
- Prejudice based bullying – gendered, homophobic, transphobic or racist behaviours or name calling

Bullying behaviour may be direct such as violence, torment, ridicule, taunting or persistent teasing. It may also be undertaken indirectly through online tools such

as the posting of unacceptable comments, posts or images through social media sites.

Bullying may occur between:

- A child to child (often described as peer on peer)
- An adult to a child
- A child to adult
- An adult to an adult

Within sport and climbing there is the potential for bullying to take place where:

- A child is pushed too hard in training by a parent or coach without due respect to the physical and emotional wellbeing
- A coach adopts a 'win at all costs' philosophy or places unwarranted pressure on a young climber
- Climbers intimidate their peers – peer on peer bullying
- Climbers feel pressurised by peers or coaches to do routes that are too hard for them or beyond their scope

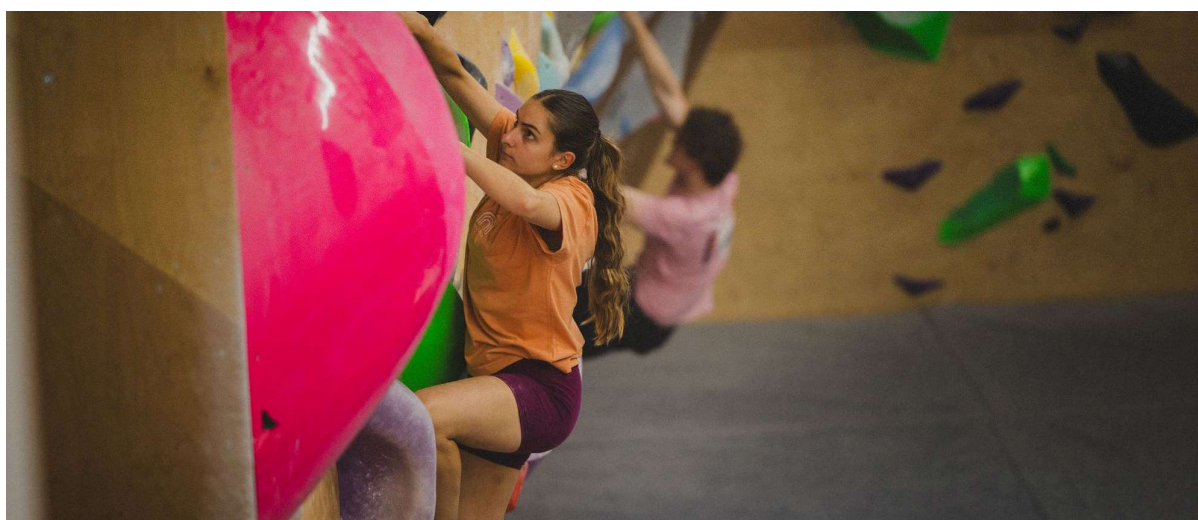
“Bullying is not tolerated by The Quay Climbing Centre. We will always address instances of bullying in a careful and sensitive manner to ensure children, young people and adults at risk are protected and supported.”

WHAT WE WILL DO

As part of our Anti Bullying commitment, we will always address instances of bullying when they occur in a sensitive and careful manner.

Guiding Principles

- We will always value, listen and respect all children, parents, carers, employees, volunteers and spectators participating in activities and events
- We recognise that everyone is valued, equal and that our differences make each of us unique and special
- We believe that everyone has a responsibility to work together to help prevent and stop bullying behaviour
- We recognise our duty of care and responsibility to safeguard all persons using our centres.



Our Commitment

- We will not tolerate any form of bullying behaviour
- We will promote this policy as part of our Safeguarding Policy and Procedures
- We will communicate this policy and our Safeguarding Policy to all employees, volunteers and members of our clubs/squads
- We will explain and publish Codes of Conduct so that all stakeholders understand our expectations and commitment
- We will take action to investigate and respond to any reports of bullying
- We will always listen to and support children, young people, adults at risk and the parents/carers in their lives if they have any concerns or worries

Our Procedures

- Any reported experience of bullying will be investigated – this process will involve listening carefully to all those involved.
- Reports should be made to the Coach or Activity Manager in the first instance who should then speak to the Management Lead for Safeguarding.
- Where a young person is accused of bullying, we will:
 - Always speak to the Parent/Carer and consult with them regarding any action taken.
 - Work with them to enable them to develop better relationships
- Where a young person is the victim of bullying:
 - We will always speak to the Parents/Carer and consult with them regarding any actions taken or support to be put in place.
 - We will always support those who experience bullying to participate in our activities and uphold their right to take part in an environment that is safe and supportive
 - We will adopt a 'no blame' approach to anyone that reports bullying
- Where bullying is child to child – sanctions will be proportionate to the nature of the bullying and developmental age of the child/group
 - Where possible we will address low level bullying informally and work with the group to develop more positive practices
 - Where bullying is more serious or persistent we may suspend an individual from our sessions on a temporary basis, or in the most serious cases ask them to leave clubs permanently.
 - If bullying is putting any child in immediate danger, we will follow the procedures laid out in the Safeguarding Policy (ABC Flowchart) under the guidance of our Designated Safeguarding Officer
- Where an employee or volunteer is accused of bullying:
 - The Management Lead for Safeguarding will make the accused aware of the allegation
 - The adult will be reminded of the Code of Conduct
 - The adult will be supported to make changes to their coaching practice and behaviour
 - Where bullying is persistent or serious in nature, we will follow the Disciplinary procedures outlined the Employee Handbook and Safeguarding Policy.

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