



Snowdon Village Academy

Anti-Bullying Policy

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Person Responsible for Reviewing this Policy: Designated Safeguarding Lead

1. Introduction

Snowdon Village Academy, a proud member of the Cabot Learning Federation, is committed to creating a safe, respectful, and nurturing environment for all members of its community. This Anti-Bullying Policy underscores our dedication to preventing, addressing, and ultimately eliminating all forms of bullying within our academy. Recognising the rich diversity of our community, we emphasise the importance of respecting and celebrating differences in ethnicity, religion, gender, sexual orientation, and all other aspects of identity.

2. Purpose

The purpose of this policy is to:

Define bullying and outline its forms, with an emphasis on discrimination based on individual differences.

Establish clear procedures for reporting and responding to incidents of bullying.

Promote an inclusive school culture that celebrates diversity and fosters mutual respect among all students and staff.

3. Scope

This policy applies to all students, staff, parents, and other members of the school community. It pertains to behaviour on school premises, during school hours, at school-sponsored activities, and extends to interactions that occur in digital spaces, reflecting our commitment to a holistic approach to student safety and well-being.

4. Definitions

Bullying: Bullying is defined as intentional, repetitive behaviour that involves an imbalance of power or strength. It can be manifested through physical, verbal, psychological, or electronic means and is often characterised by behaviours that hurt, intimidate, or harm another person physically or emotionally.

Discriminatory Bullying: This includes bullying based on ethnicity, race, religion, gender identity, sexual orientation, disability, or any other personal characteristic. It is characterised by derogatory remarks, stereotypes, exclusion, or other behaviours that demean an individual's identity.

5. Policy Statements

a. Zero Tolerance for Bullying: Snowdon Village Academy maintains a zero-tolerance policy towards bullying. Any reported incident will be taken seriously and investigated promptly and thoroughly.

b. Respect for Diversity: The academy is committed to fostering an environment where diversity is celebrated, and all community members feel safe, valued, and respected, irrespective of their background or identity.

c. Supportive Environment: We strive to create a supportive school environment where:

- Students are encouraged to express themselves and their identities freely and safely.
- Staff model respectful behaviour and intervene in any bullying situations.
- The curriculum promotes understanding and respect for diversity.

6. Reporting and Responding to Bullying

a. Reporting Procedures:

Students, staff, and parents are encouraged to report any incidents of bullying to a member of school staff immediately.

Anonymous reporting will be facilitated where possible to ensure that students feel safe and confident when coming forward.

b. Investigation Process:

All reported incidents will be documented and investigated promptly and recorded on CPOMS. The investigation will be conducted discreetly to maintain the confidentiality and respect of all individuals involved.

The findings will determine the necessary actions to address and rectify the situation, ensuring justice and support for the victim(s).

c. Consequences and Remediation:

Consequences for those found guilty of bullying will take a holistic approach, including supporting all parties through therapeutic means, but utilising suspensions and reflections where necessary.

Remediation strategies will focus on restorative justice and support for young people to understand the impacts of their actions.

7. Prevention and Education

a. Training and Development:

Staff will receive regular training on recognising signs of bullying and effectively intervening.

Special sessions will be held to educate students about the importance of diversity and the harms of bullying. This will also be delivered through the PSHE/ APEX Curriculum.

b. Curriculum Integration:

The curriculum will integrate themes of respect, inclusion, and diversity throughout various subjects.

Activities and discussions that celebrate different cultures, traditions, and lifestyles will be encouraged.

8. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and updated in response to new research or changes within the school community. Regular feedback from students, parents, and staff will be sought to continuously improve our strategies.

9. Conclusion

At Snowdon Village Academy, we believe that every member of our community has the right to learn and work in a safe, supportive, and affirming environment. Through the implementation of this Anti-Bullying Policy, we commit to upholding these values and ensuring that respect for diversity is woven into the fabric of our educational experience.