



POSITIVITY | EQUITY | RESILIENCE | LOVE

Snowdon Village

Academy

Anti-Bullying Policy

Policy Creation Date: May 2024

Review Date: December 2026

Approved by Academy Council:

Person Responsible for Reviewing this Policy: Designated Safeguarding Lead

Review Date	Changes Made
19 th February 2025	<ul style="list-style-type: none"> • Additional information added to definition of bullying
04 th December 2025	<ul style="list-style-type: none"> • Additional information added – Signs and symptoms of bullying • Supporting organisations added

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. It is also known as Child-On-Child Abuse.

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.

Child-on-child abuse

All staff should be aware that children can abuse other children (often referred to as child-on-child abuse), and that it can happen both inside and outside of school or college and online. All staff should be clear as to the school's or college's policy and procedures with regard to child-on-child abuse and the important role they have to play in preventing it and responding where they believe a child may be at risk from it.

All staff should understand that even if there are no reports in their schools or colleges it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important if staff have any concerns regarding child-on-child abuse they should speak to their designated safeguarding lead or Deputy.

At Snowdon Village Academy

- We have a 'zero tolerance' approach to abuse. Incidents are taken seriously. These will never be tolerated or passed off as 'banter,' just having a laugh' or 'part of growing up.' Banter and teasing can and should be acknowledged and recognised as bullying behaviour and may require proportionate intervention.
- Even with a zero-tolerance approach, we take steps to educate and take action ensure to mitigate the risk of contributing to a culture of unacceptable behaviours or a culture that normalises abuse.
- It is understood that child-on-child abuse harm may reflect equality issues in terms of those who may be targeted are more likely to have protected characteristics.
- Early identification of vulnerability to child-on-child harm is made by reviewing attendance, behaviour, attainment, and safeguarding records.

There are clear systems in place (which are well promoted, easily understood and easily accessible) for learners to confidently report abuse knowing their concerns will be treated easily.

5. Signs and symptoms of bullying

A victim may indicate by signs or behaviour that he or she is being bullied. These may include:

- reluctance to attend school
- truancy from specific lessons
- damage to clothing or possessions
- unexplained bruises/swellings
- deterioration of school work/academic performance
- being afraid to use the Internet
- becoming unsettled about receiving text messages
- unkempt uniform
- bullying towards siblings
- taking money without permission.

Symptoms may include:

- loss of appetite
- headaches
- stomach aches
- stammering
- sudden changes in behaviour
- lack of confidence
- signs of depression
- nervous/edginess or difficulty in concentration
- lack of motivation to complete work.

These are examples but this list is not exhaustive

6. 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 in line with our behaviour and communication policy and safeguarding policy.

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.

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.

7. 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.

8. 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, Nest Natters, ESafety and assemblies.

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.

9. Monitoring and Review

This policy will be reviewed at least 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.

10. 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.

Supporting Organisations and Guidance

- 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