

## Snowfields Academy Student-friendly Anti-bullying Policy

### What is bullying?

Bullying is behaviour that happens over time to intentionally hurt another either physically or emotionally.

It can include:

 <p style="text-align: center;">Name calling,</p>	 <p style="text-align: center;">Mocking,</p>
 <p style="text-align: center;">Swearing and Rude comments,</p>	 <p style="text-align: center;">Gossiping,</p>
 <p style="text-align: center;">Hitting or kicking,</p>	 <p style="text-align: center;">Taking things from others,</p>
 <p style="text-align: center;">Writing unkind things &amp;</p>	 <p style="text-align: center;">Sending unkind messages or images online (including social media and gaming).</p>



If the words you say to someone make them feel angry or upset then this is not banter, and it could be bullying.



As part of autism, some students will find it hard to manage how to appropriately communicate with others. Staff are here to support everyone with this.



We understand that if you are not supported when feeling bullied, that it can make it harder to focus on your learning and can leave you feeling very low and might make you not want to come to school.

**If this happens in school, I should...**

- Tell the member of staff closest to you or if a member of staff saw the event, you can talk to them about why it upset you and they can help get some appropriate support for you.
- The member of staff will report the event, someone will look into the event and might talk to the people involved.
- The school will always take into account everyone's needs and diagnosis when looking at behaviours which could be considered as bullying.
- If it is found that someone is bullying others then parents and carers will be informed and the school will look at reasonable and proportionate consequences and support that can be put in place to stop this happening.
- If you are feeling upset by the actions of others and are not in a place to learn, you can talk to your class TAs and they can support you with alternative strategies and spaces to help you regulate.
- If you want to discuss this further you can talk to your form tutor, your Student Support Manager, your teachers or a member of the Senior Leadership Team, during a time that they are free.



**If this happens at home or online, I should...**

- Let my parents and carers know, so that they can support me with the next steps.
- If it is happening online, they can help you block the person and report it to the police if necessary. They can help you consider removing yourself from social media until you are feeling better.
- The school can support you with your feelings around this and will give you time and space to discuss what has taken place.



**Remember EVERYONE has the right to feel safe in school, we must all take responsibility for our words and actions, and consider how they can affect others.**

**If you do not feel comfortable, staff are here to support you.**