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TO BE REVIEWED:	***SEPTEMBER 2027***

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SNAP Anti-Bullying Policy

1. Policy Statement

SNAP is committed to providing a safe, inclusive and respectful environment where every child and young person has the right to learn and participate free from bullying, intimidation, harassment and discrimination.

Bullying will not be tolerated at SNAP.

Bullying can have a serious impact on a child or young person's emotional wellbeing, mental health, confidence, education and relationships.

All concerns about bullying will be taken seriously and responded to promptly.

This policy applies to bullying within SNAP, during SNAP activities and visits, online, and outside SNAP where the behaviour affects the safety or wellbeing of a child or young person.

Where bullying raises a safeguarding concern, SNAP's safeguarding procedures will be followed.

2. What is Bullying?

Bullying is behaviour by an individual or group that intentionally hurts, intimidates, humiliates or harms another person physically or emotionally.

Bullying is usually repeated or forms part of a pattern of behaviour and may involve an imbalance of power.

However, a single serious incident may require an immediate response, particularly where it involves violence, threats, sexual harassment or violence, discriminatory abuse or another safeguarding concern.

Bullying may include:

- **Physical:** hitting, kicking, pushing, spitting, damaging or taking possessions.
- **Verbal:** name-calling, teasing, insults, threats or abusive comments.
- **Social:** deliberately excluding, isolating, humiliating or spreading rumours about someone.
- **Online/cyberbullying:** harmful behaviour using phones, social media, messaging, gaming or other technology.
- **Discriminatory:** behaviour related to race, religion, sex, sexual orientation, disability, gender reassignment, pregnancy or maternity, appearance, health or other personal characteristics.
- **Sexual:** unwanted sexual comments, jokes, touching, images, gestures or other sexualised behaviour.

Calling something "banter", "a joke" or "just playing" does not make harmful behaviour acceptable.

3. Everyone's Responsibility

Everyone at SNAP has a responsibility to help prevent bullying.

Staff and children and young people are expected to:

- treat others with respect;
- report bullying or concerns about bullying;
- support others where it is safe to do so;
- avoid joining in with or encouraging bullying;
- avoid sharing harmful online content; and
- seek help from a trusted adult.

Children and young people will be reminded that reporting bullying is **not "telling tales"**.

SNAP will pay particular attention to children and young people who may be more vulnerable, including those with SEND, disabilities, health needs, communication difficulties or other identified vulnerabilities.

4. Prevention and Education

SNAP will promote an anti-bullying culture through:

- induction;
- safeguarding and online safety education;

- PSHE or equivalent learning;
- equality and diversity work;
- discussions about respectful relationships;
- staff training; and
- regular opportunities for children and young people to raise concerns.

5. Staff Responsibilities

Staff must:

- model respectful behaviour;
- listen to and take concerns seriously;
- respond promptly;
- provide reassurance and support;
- record concerns accurately;
- report safeguarding concerns to the **Designated Safeguarding Lead (DSL)** without delay;
- follow SNAP's safeguarding and behaviour procedures; and
- consider SEND, disability, age, developmental needs and other vulnerabilities when responding.

Staff must not ignore bullying because it appears to be a joke or "banter".

6. Reporting Bullying

A child or young person who is being bullied, or is worried about someone else, should tell:

- any member of SNAP staff;
- their tutor or key worker;
- a senior member of staff;
- their parent or carer; or
- another trusted adult.

Children and young people can also contact **Childline on 0800 1111**.

If someone is in immediate danger, **999 should be called**.

Parents and carers who are concerned that their child is being bullied should contact SNAP as soon as possible.

7. Responding to a Complaint

When a concern is reported, staff will:

1. Listen and take the concern seriously.
2. Provide reassurance and support.
3. Check whether anyone is at immediate risk of harm.
4. Take steps to keep the child or young person safe.
5. Record the concern.
6. Inform the DSL where there is a safeguarding concern.
7. Inform the appropriate senior member of staff.

8. Consider whether parents or carers need to be informed.
9. Investigate and take appropriate action.

Children and young people involved will normally be spoken to separately and sensitively.

Staff must not promise complete confidentiality. Information may need to be shared with people who can help keep a child safe.

8. Safeguarding

Bullying may sometimes indicate a wider safeguarding concern.

Where there are concerns about abuse, neglect, exploitation, sexual harassment, sexual violence or other harm, SNAP's safeguarding and child protection procedures will be followed.

The DSL will consider whether advice or a referral is required to:

- Children's Social Care;
- the police;
- health services;
- the child's school;
- the Local Authority Designated Officer (LADO), where appropriate; or
- another relevant agency.

If a child is in immediate danger, **999 must be called**.

9. Action Following Bullying

Where bullying is confirmed, SNAP may take one or more of the following actions:

- provide support and reassurance to the child who has experienced bullying;
- provide support to the child displaying the behaviour;
- increase supervision or monitoring;
- develop a safety or behaviouR