



'Improving the quality of family life'

Anti-bullying Policy

The staff of Snowflake School are committed to everyone within the school community being able to fulfil their potential. We know that progress and achievement will only take place when people are secure, happy and confident in the learning environment. Since the school opened there have been no instances of bullying in line with the conventional definition of bullying. That said, we aim to be vigilant to the possibility of bullying within the school and adhere to the following policy.

This policy should be read in conjunction with other Snowflake policies, particularly

- Mission statement
- Equal Opportunities Policy
- Home-School Agreement

Students at Snowflake School all have a diagnosis of autism or a related disorder. The nature of autistic spectrum disorders makes communication and understanding other points of view very difficult. This does not make us complacent to the nature of bullying, its causes and effects.

Bullying, either verbal, physical or indirect, will not be tolerated from any members of the community.

Aim

Our aim is to create an atmosphere which is caring, protective and supportive where no one feels humiliated, intimidated or abused. Recognising bullying in all its forms is a vital part of this process.

Definition of Bullying

We define bullying as:

- Deliberately hurtful
- Repeated over a period of time
- An abuse of power
- Difficult for victims to defend themselves against
- Overt or covert

- Systematic

The main types of bullying are:

Physical
Verbal
Emotional
Racist
Sexist
Homophobic
Indirect

Implementation

Whole school strategies:

- Making the school environment as positive a place as possible
- Teaching communication and behaviour management skills
- Encouraging effective communication between all parties

Mutual respect is important within the community as a whole; intimidation of any kind will not in any circumstances be tolerated.

The following steps may be taken when dealing with incidents:

1. If bullying is suspected or reported the incident will be dealt with immediately
2. A clear account of the incident will be recorded and given to all relevant parties
3. Interviews may be conducted at which Minutes will be taken and distributed within 10 days
4. Initially the matter will be dealt with locally but where a resolution is hard to achieve or the bullying continues then more senior staff and or Trustees may become involved. It may be important to involve people who are distanced from the situation.
5. Staff will be kept informed on a need to know basis. Parents of those involved will also be kept informed.

Parents

- Support the school in the teaching of communication and behaviour management skills
- Should work with the school to maintain a bullying free environment
- Should inform the school of any concerns, worries or relevant information concerning matters of bullying as immediately as possible

Staff

- Should be vigilant for signs of intimidation or bullying
- Should alert their supervisor of any concerns, worries or relevant information concerning matters of bullying immediately

- Should work within the school community to maintain a bullying free environment
- Should be aware of student profiles and individual behaviour strategies and implement them accordingly

Staff will work with all students to increase their abilities to communicate and to improve their behaviour management skills

Monitoring

Records will be kept of all reported incidents of bullying. Once an incident has been reported the situation will be closely monitored and further appropriate action taken as necessary. This may well include involving parents, more senior members of staff and potentially other key partners (eg Consultants, Education Psychologists).

The best interests of all students involved will be at the centre of all decisions (Children's Act 1989).

Evaluation

Throughout and after all incidents the actions of those involved will be evaluated to inform future practice.

Review date: January 2018