



# Respectful

## Of ourselves and other people

We use KIND words about ourselves and each other

I make safe choices

Mistakes are a part of learning. It's OK to make them!

We respect each other's opinion and feelings

Sometimes we get things wrong, but we try to put things right. Together we find solutions.

I know (and staff know) my triggers and try ways to re-regulate

We celebrate each other's differences

We respect the school environment

I have an adult that I trust that I can talk to

# Safe

We keep ourselves and other people safe

# Anti-bullying Student Friendly Policy

Date Policy Adopted: September 2023

Date reviewed: September 2025

Next review : September 2026

**Everyone at Lime Hills Academy takes bullying seriously; we want all our young people to feel safe and happy when they are at school.**

Sometimes we don't know if something bad is happening, so you need to tell us. This policy looks at bullying and what you can do when you feel you are being bullied, or when you notice someone else being bullied.

### **What is bullying?**

It is any action which makes a young person feel uncomfortable, scared, hurt, upset or threatened or angry. Bullying is when it keeps on happening, it's on purpose and is meant to upset someone. It is often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation.

### **Types of bullying:**

**Emotional:** Hurting other people's feelings, leaving you out .

**Physical:** punching, kicking, spitting, pushing, hitting, hair pulling, dragging along, sweeping off your feet, knocking into people.

**Verbal:** being teased, name calling or using hand signs.

**Cyber:** saying unkind things by text, email and online or sending unkind images.

**Racist:** calling you names because of the colour of your skin.

**Homophobic** means bullying someone because of their gender or sexuality; calling someone gay or lesbian to hurt their feelings would be homophobic.

**Transphobic** means bullying someone who identifies as trans –( a person whose sense of identity and gender does not match with their birth sex.

**Disablist** means bullying someone because of a disability.

**Sexist** means bullying someone because of their sex (whether they are a boy or a girl).

**Sexting** is sending inappropriate pictures, videos or messages – they can sometimes be called 'rude pics' or 'nude selfies'



**Sexual harassment**, sometimes people can act sexually towards each other and it might make them feel uncomfortable. This can happen online, social media or face to face. It might make someone feel scared, uncomfortable or upset. It could be: Someone making sexual comments, saying rude things, using sexual names or touching which makes you feel uncomfortable.

### **What to do if you are being bullied:**

#### **DO:**

- Ask them to STOP.
- Ignore them.
- Find a member of staff.
- Walk away.
- Talk to a friend or a parent.

**TELL SOMEONE!**



#### **DON'T:**

- Do what the bully says.
- Get angry or upset.
- Think that it's your fault.
- Hide the problem.

Always remember it is **not your fault** and you are **never alone**.

You shouldn't be scared to **talk to someone** if you are being bullied. If you talk to an adult, we can make the bullying stop.

### **What should I do if I see someone else being bullied?**

Tell an adult straight away. Don't stay silent or the bullying will keep on happening.

### **Who can I talk to?**

It is important you tell someone if you are being bullied, or you notice someone else being bullied. Speaking to someone like your mum, dad, care, teacher will mean that we can make sure the bullying stops and doesn't happen again.



## How Bullying is dealt with at Lime Hills

If bullying is reported or suspected, it will be dealt with immediately by the member of staff. We will gather student voice in order to understand the incident. We will then work with the students around their role in the bullying. There is also clarity with the student who is doing the bullying that bullying is not acceptable.

This may involve talking to the young person about the behaviour, what happened and why it is wrong. The incident will be dealt with in line with the school behaviour policy and an agreed consequence will be given for any repeat of the same behaviour.

## Lime Hills Academy Safeguarding Team

Nailsea Site Safeguarding Team	Weston super Mare Site Safeguarding Team
 <p><b>PRINCIPAL</b> <b>SAFEGUARDING LEAD</b></p> <p>NATALIE SWEET ZOE JENKINS</p> <p><b>DEPUTY SAFEGUARDING LEAD</b> <b>DEPUTY SAFEGUARDING LEAD</b></p> <p>OWEN WOLFE CLARA WHITE</p>	 <p><b>PRINCIPAL</b> <b>SAFEGUARDING LEAD</b></p> <p>NATALIE SWEET LIAM OLPIN</p> <p><b>DEPUTY SAFEGUARDING LEAD</b> <b>DEPUTY SAFEGUARDING LEAD</b></p> <p>STEVE OCALLAGHAN ALISON HARRIS-PEARCE</p>