



Kennington CE Academy

Anti-Bullying Policy

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October 2025

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Purpose

The purpose of the Anti-Bullying Policy at Kennington Church of England Academy is to prevent and deal with bullying. It reflects the school's Christian values, is fully inclusive, reflecting the school SEND policy, and promotes equality of opportunity for all pupils and staff regardless of their sexual orientation, race religion or disability.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Objectives of this policy

This Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying.

Our school community:

- Discusses, monitors and reviews our Anti-Bullying Policy on a regular basis with children, staff, parents, carers and members of the Governing Body
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that children are aware that all bullying concerns will be dealt with sensitively and effectively so that children feel safe to learn and that children abide by the anti-bullying policy
- Reports back to parents and carers regarding any concerns about bullying and aims to deal promptly with complaints. Parents and carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Multi Academy Trust and other relevant organisations when appropriate

Definition of bullying

Bullying is:

Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through websites, social networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.

- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop children's' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and peer mediation and through the School Council
- Train all staff including lunchtime staff to identify bullying and follow school policy and procedures on bullying
- Consider creating 'safe spaces' for vulnerable children with appropriate supervision

Involvement of children

We will:

- Regularly talk to children to get their views on the extent and nature of bullying
- Ensure children know how to express worries and anxieties about bullying
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying (in line with behaviour policy)
- Involve children in anti-bullying campaigns in schools
- Publicise the details of help lines and websites
- Offer support to children who have been bullied
- Work with children who have been bullying in order to address the problems they have

Liaison with parents and carers

We will:

- Ensure that parents and carers know whom to contact if they are worried about bullying
- Ensure parents know about our complaints procedure and how to use it effectively
- Ensure parents and carers know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying

Responding to bullying

All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff. In any case of alleged bullying, either the Class Teacher, the Headteacher, Pastoral Support Leader or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded using the school's reporting system, Bromcom. Parents of both parties should be informed. If the situation does not improve, the Headteacher (or senior

leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Complaints Policy
- The teaching of PSHE
- Behaviour Policy
- Confidentiality Policy
- Safeguarding Policy
- SEND Policy
- The recording of racial incidents
- Online Safety Policy

Monitoring and review. Policy into practice

We will review this policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses government guidance and Anti Bullying Alliance guidance to inform its action planning to prevent and tackle bullying.

Responsibilities

This policy is only effective if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying. It is the responsibility of:

- Members of the Governing Body to take a lead role in monitoring and reviewing this policy
- Governing Body Members, the Headteacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly
- The Head of School to communicate the policy to the school community
- Children to abide by the policy The contact for this policy is Headteacher

* DCSF Guidance "Safe to Learn: Embedding anti-bullying work in schools"
<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

**Anti Bullying Alliance guidance
http://www.antibullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412_x