



# **KENSINGTON JUNIOR ACADEMY**

## **ANTI-BULLYING POLICY**



At Kensington Junior Academy, we are committed to providing a safe and inclusive learning environment for all our pupils. We believe that every child has the right to feel safe, respected, and free from bullying. Our school community, including pupils, staff, parents, and caregivers, has a responsibility to promote positive relationships and prevent bullying behaviour. This policy outlines our approach to tackling bullying and the procedures in place to address incidents promptly and effectively.

### **Definition of Bullying:**

Bullying is defined as the repetitive and intentional aggressive behaviour, whether physical, verbal, or psychological, which causes harm to another person. It is characterised by an imbalance of power, where the bully uses their influence to intimidate, exclude, hurt, or upset the victim. Bullying can take various forms, including but not limited to name-calling, physical aggression, cyberbullying, spreading rumours, and social exclusion.

### **Prevention and Education:**

We will create a positive school culture where bullying is not tolerated, and pupils understand the importance of respect, empathy, and kindness.

The school curriculum will include regular lessons and activities that promote anti-bullying, emotional intelligence, conflict resolution, and diversity appreciation.

We will provide ongoing training for staff members on identifying, preventing, and addressing bullying incidents.

Regular assemblies, awareness campaigns, and guest speakers will be organized to raise awareness about bullying and its impact.

### **Reporting and Response Procedures:**

Pupils, staff, parents, and caregivers are encouraged to report any suspected or actual incidents of bullying to a trusted adult.

Reports can be made verbally or writing, ensuring confidentiality and anonymity whenever possible. All reported incidents will be taken seriously, and a designated staff member, such as Headteacher or Deputy Headteacher, will be responsible for coordinating the response.

The school will conduct a thorough investigation, gathering information from all parties involved, while ensuring the safety and well-being of all pupils.

Support will be offered to victims, witnesses, as well as the individuals displaying bullying behaviour, to address the underlying causes and promote positive change.

Appropriate disciplinary measures will be implemented based on the severity and frequency of the bullying behaviour, following the school's behaviour policy.

If necessary, external agencies or professionals may be involved to provide additional support and guidance.

Incidents of bullying will be recorded on My Concerns, so that all staff are aware of the initial concern, support that has been given and strategies put in place for all pupils involved.



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### Support and Aftercare:

Victims of bullying will be offered immediate emotional support, through our Learning Support Mentors, and guidance to help them cope with the experience.

We will provide ongoing support to victims, ensuring they feel safe and included within the school community.

Restorative practices will be employed to repair relationships and promote empathy and understanding between all parties involved.

Staff members will actively monitor the situation to prevent any further instances of bullying and provide ongoing support to pupils involved.

Regular review meetings will be held with parents and caregivers to discuss progress, strategies, and any additional support required.

### Review and Evaluation:

This anti-bullying policy will be reviewed annually to ensure its effectiveness and compliance with relevant laws and regulations.

Feedback from pupils, staff, parents, and caregivers will be sought to improve and update the policy as needed.

The policy will be communicated and made available to all stakeholders, including new pupils, parents, and staff members.

By implementing this anti-bullying policy, we aim to foster a positive and inclusive environment at Kensington Junior Academy, where every student can thrive, grow, and develop into confident and caring individuals.

If you are concerned about bullying in school:

Please contact your child's class teacher, Mrs Turner (Head Teacher) or Mr Oakland (Deputy Head Teacher).

July 2023

Review date- July 2024