



# Kenningtons Primary Academy

## Anti-Bullying Policy

This Policy was reviewed by the Pastoral Manager, approved by the Pupils, Admissions & Curriculum Committee and ratified by the Governing Body on a 3-year cycle.  
It must be displayed on the school website.

<b>Date of Approval</b>	15 <sup>th</sup> January 2026
<b>Review Duration</b>	3 Years
<b>Date of Review</b>	January 2029



At Kenningtons Primary Academy we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect and pupils who bully others need to learn different ways of behaving.

At Kenningtons Primary Academy, we acknowledge that bullying does happen from time to time – it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school and we will always try to confront issues as quickly, constructively and openly as possible. This means that anyone who knows that bullying is happening is expected to tell the staff.

This policy is written in conjunction with our Child Protection Policy.

### Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

The school will meet the legal requirement for all schools to have an anti-bullying policy in place.

The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 2004 and The SEN and Disability Act 2001.

All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is, and the roles that various pupils can play within a bullying situation.

All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.

All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.

Pupils and parents/guardians will be assured that they will be supported when bullying is reported

Whole school initiatives (staff training, celebration assemblies etc.) and proactive teaching strategies including within PHSE [Personal, Health & Social Education] lessons, ~~circle time etc.~~ will be used throughout the school to reduce the opportunities for bullying to occur.

A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied

### What is bullying?

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

Learning to understand and manage conflict is an important part of growing up. Bullying is not simply a 'falling out'.

(Anti-Bullying Alliance, 2025)

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

(Anti-Bullying Alliance, 2025)

REMEMBER S.T.O.P. (it happens Several Times On Purpose).

### Where does bullying happen?

School are aware that bullying behaviour can happen in all areas of school – in and out of the school buildings.

School is also aware that bullying behaviour can also occur outside of the school day.

“Head teachers have the legal power to make sure pupils behave outside of school premises. This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre. School staff can also choose to report bullying to the police or local council”.

(GOV.UK, 2025)

At Kenningtons Primary Academy, we are concerned with our pupils conduct and welfare outside, as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the Head Teachers of other schools whose pupils may be involved in bullying off the premises
- Discuss coping strategies with parents/carers
- Talk to the pupils about how to handle or avoid bullying outside the school premises.

### Signs and Symptoms

A pupil may indicate, by different signs or behaviour, that he or she is being bullied.

Signs of bullying could include:

- physical injuries
- lost or damaged belongings
- sudden changes in behaviour, eating, or sleeping habits.
- withdrawal, anxiety
- unexplained headaches or stomach aches
- drop in school performance
- reluctance to go to school
- upset after using a device or become secretive about their online activities

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

#### Roles that pupils may play within a bullying scenario

School is aware that there are often various pupils involved in situations, playing different roles.

“These roles are constantly shifting depending on who is present and the dynamics in the group”. (Anti-Bullying Alliance)

Ringleader	Initiating and leading the bullying but not always the person ‘doing’ the bullying.
Target	The person at whom the bullying is aimed.
Assistant	Actively involved in ‘doing’ the bullying but not leading it
Reinforcer	Supports the bullying, might laugh or encourage other people to ‘collude’
Defender	Stands up for someone being bullied. Knows that bullying is wrong and feels confident enough to do something about it. This might involve talking to an adult.
Outsider/Bystander	Ignores any bullying and doesn’t want to get involved.

#### Expectation of pupils

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you. If you are being bullied, see another pupil being bullied or are aware of bullying taking place, you must tell an adult

Strategies that can help include:

- Tell someone you can trust – it can be a teacher, a TA, staff in the Oasis Room, a dinner lady, a parent, a friend, or maybe a brother or sister.
- Try to take note of the pupils around who may be actively encouraging or joining in with the bullying
- If you are scared, ask a friend to go with you when you tell someone
- Move away from the situation as quickly as you can – go to an adult.
- Keep on telling an adult until someone listens and helps you.
- Try not to let the bully know that he/she is making you feel upset.
- Stay in a group, your friends can then also help you.
- With help from your group, be assertive - stand up to bully, look at them and tell them to stop it.
- Never be afraid to do something about it – things need to change.

### Advice to pupils that see / hear bullying towards others

The pupils have discussed this question in class and some of the strategies they suggested are listed below:

- Make sure you are not participating to the bullying in some way – that you are not a ringleader, assistant, reinforcer or bystander
- Make it clear you do not think it is okay or funny.
- If you can, let the bully(ies) know you do not like the poor behaviour
- Encourage the pupil feeling bullied to move away and leave the bully(ies) behind.
- Walk away rather than join in.
- If safe to do so, encourage the bully to stop bullying.
- Call out for help – say out loud that you are going to get help.
- In school, tell a member of staff as soon as you can.
- Encourage the pupil feeling bullied to talk to someone and get help.
- Ask someone you trust about what to do
- Call a helpline for some advice
- Use the Oasis Room

### Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Kenningtons Primary Academy. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard.

Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- Report all bullying allegations and incidents to staff.
- Staff will make sure the individual experiencing difficulties is listened to and feels safe.
- Staff will listen and speak to all pupils involved.
- Once the problem is identified, possible solutions will be suggested.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Appropriate sanctions will be applied where deemed necessary.
- Support will be given to all pupils involved – behaviours displayed will be addressed and positive strategies will be discussed.
- Restorative work will be discussed and, if possible pupils will be reconciled.
- After the incident has been investigated and dealt with, each case will be monitored to help ensure repeated bullying does not take place.
- Parents will be informed and may be invited to come into school for a meeting to discuss the problem.
- Bullying incidents will be discussed regularly at staff meetings.
- If necessary and appropriate, the Designated Safeguarding Lead / Deputy Designated Safeguarding Lead may involve Social Services Care or the Police.

### Sanctions

Sanctions will be implemented in accordance with the Behaviour Policy.

### Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Awareness raising through regular anti-bullying assemblies
- PHSE (Personal, Health and Social Education) scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Setting up of a circle of friend's support network where a small group of children volunteer to help and support an individual experiencing difficulties
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help pupils be more assertive and teach them strategies to help them deal with bullying situations
- Introducing playground improvements and initiatives
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Anti-bullying training for all staff
- The Oasis Room and Emotional Wellbeing staff

### Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated.

### Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of organisation	Telephone number and/or website
Act Against Bullying	0845 230 2560 <a href="http://www.actagainstbullying.com">www.actagainstbullying.com</a>
Advisory Centre for Education (ACE)	0207 704 3370 <a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti-Bullying Alliance (ABA)	0207 843 1901 <a href="http://www.antibullyingalliance.org.uk">www.antibullyingalliance.org.uk</a>
Anti-bullying Network	0131 651 6103 <a href="http://www.antibullying.net">www.antibullying.net</a>
Beatbullying	0845 338 5060 <a href="http://www.beatbullying.org.uk">www.beatbullying.org.uk</a>
Bully Free Zone	01204 454 958 <a href="http://www.bullyfreezone.co.uk">www.bullyfreezone.co.uk</a>
Bullying Online	020 7378 1446 <a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Childline	0800 1111 (helpline for children) <a href="http://www.childline.org.uk">www.childline.org.uk</a>
Kidscape	020 7730 3300 (general enquiry number) 08451 205 204(helpline for adults only) <a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
Northamptonshire LEA website devoted to anti-bullying	0116 284 5100 <a href="http://www.beyondbullying.com">www.beyondbullying.com</a>
NSPCC	0207 825 2500 <a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Parentline Plus	0808 800 2222 <a href="http://www.parentlineplus.org.uk">www.parentlineplus.org.uk</a>
The Children's Legal Centre	0800 783 2187 <a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a>
The Office of the Children's Commissioner	0844 800 9113 <a href="http://www.childrenscommissioner.org.uk">www.childrenscommissioner.org.uk</a>