



Anti-Bullying Policy

1. Scope

This policy applies to all pupils, staff, volunteers, and visitors at Kings Ash Academy. It aligns with the statutory guidance in:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Keeping Children Safe in Education (KCSIE) 2025
- Preventing and Tackling Bullying (DfE)

2. Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another physically or emotionally. It often involves an imbalance of power, which may be physical, psychological, social, or digital.

Types include:

- Physical: hitting, pushing
- Verbal: name-calling, threats
- Social: exclusion, spreading rumours
- Cyber: abusive messages, image/video misuse
- Prejudice-based: targeting protected characteristics (e.g. race, disability, gender identity)

3. Legal and Safeguarding Context

Bullying may be treated as a safeguarding concern if there is reasonable cause to suspect significant harm. Schools must have a behaviour policy that includes anti-bullying measures. Staff must be trained to identify and respond to bullying, including child-on-child abuse and online harms.

4. Prevention Strategies

Kings Ash Academy promotes a whole-school approach:

- Embedding a caring ethos and respectful culture
- Curriculum integration: PSHE, assemblies, and circle time



- Staff training: annual safeguarding updates
- Peer support: mentoring and buddy systems
- Digital safety education: responsible use of technology
- Safe spaces: supervision in vulnerable areas

5. Responding to Incidents

Staff must:

- Take all reports seriously
- Record incidents on the school system (CPOMS)
- Inform the Designated Safeguarding Lead (DSL) if harm is suspected
- Support both victim and perpetrator
- Use restorative approaches where appropriate
- Involve parents and external agencies if needed

6. Roles and Responsibilities

Responsibilities include:

- Staff: Identify, report, and act on bullying
- DSL: Lead safeguarding response
- Parents: Communicate concerns early
- Pupils: Speak up, support peers, and avoid bystander behaviour

7. Monitoring and Evaluation

Monitoring includes termly reports by Senior Leaders, annual policy review, feedback from pupils, staff, and parents, and analysis of incident trends.

8. Linked Policies

- Kings Ash Academy Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy
- Equality and Inclusion Policy