

ANTI-BULLYING POLICY FOR KITCHEN JAM



Last reviewed 20/09/2025

1. PURPOSE

Our Anti-Bullying Policy aims to:

- Prevent any instances of bullying within our school community.
- Foster a supportive atmosphere where such behaviours are not tolerated.
- Empower everyone to report bullying without fear.

2. DEFINITIONS

Bullying can be identified as repeated aggressive behaviour that involves an imbalance of power or strength. It can take many forms, including but not limited to:

- **Verbal:** Name-calling, sarcasm, spreading rumours, threats, teasing.
- **Physical:** Hitting, punching, kicking, spitting, or any use of violence.
- **Emotional:** Excluding, tormenting, ridiculing, humiliation.
- **Cyberbullying:** Misuse of internet or mobile technology to harass or harm.

3. RESPONSIBILITIES

DESIGNATED SAFEGUARDING LEAD (DSL):

- Will be responsible for coordinating and overseeing all safeguarding activities.
- Will be the main point of contact for staff, volunteers, and external agencies regarding safeguarding concerns.
- Will ensure that all staff and volunteers are aware of their responsibilities and receive appropriate training.

STAFF AND VOLUNTEERS:

- Must familiarise themselves with this policy and actively comply with its requirements.
- Must vigilantly observe interactions among students, intervene immediately and effectively in any instances of bullying, and report to the DSL.
- Must treat all individuals with respect, dignity, and kindness, promoting an inclusive and supportive learning environment.

STUDENTS

- Encouraged to report any bullying they witness or experience to a staff member or the DSL.

4. PROCEDURES

REPORTING

- Instances of bullying should be reported directly to the DSL or any staff member.

INVESTIGATION

- All reports will be taken seriously and investigated promptly and thoroughly.
- Details of investigations will be kept confidential.

SUPPORT

- The school will provide support to both the victim and the bully, aiming to understand the causes and change the behaviour.

DISCIPLINARY ACTION

- Where necessary, disciplinary actions will be taken in accordance with the school's policies.

5. PREVENTION

EDUCATION

- Students and staff will receive regular instruction on recognising and preventing bullying.

CULTURE

- We strive to create an atmosphere where diversity is celebrated, and all individuals can thrive.

MONITORING

- Regular checks on student welfare will be conducted to identify any issues early on.

6. POLICY REVIEW

- This policy will be reviewed annually, or sooner if required, to ensure its effectiveness and compliance with legal and regulatory requirements.

7. IMPORTANT CONTACTS

Designated Safeguarding Lead (DSL)

Name: Carys Jones

Email address: carys@kitchenjam.com

Telephone number: 07480066529

Deputy Designated Safeguarding Lead (DDSL)

Name: Darryl Powis

Email address: darryl@kitchenjam.com

Telephone number: 07919148006

Newham Children's Social Care Referral Team

MASH (Multi-Agency Safeguarding Hub)

020 3373 4600 (9am - 5.15pm)

020 8430 2000 (other times)

If you are making a referral on behalf of a parent and the child does not have a social worker, you would need to complete an online referral form by using the link below:

Online Professional Referral Form

However, if you think a child is in immediate danger, phone the police immediately on 999.

Police

Emergency – 999

Non-emergency – 101

NSPCC Helpline

0808 800 5000

Childline

0800 1111

This policy has been designed to align with our overarching Safeguarding Policy, ensuring all individuals associated with Kitchen Jam are protected from harm and empowered to learn and teach in a positive, secure environment.