



K N & P Limited

Anti bullying policy

Policy agreed (date):	01.08.24
Policy published (including on website) (date):	01.08.24
Next review (date):	01.08.25

Key Personnel			
Role	Name	Tel.	Email
Proprietors	Philippa Bourne Kayley Butler Natalie Bourne	07716883051	Admin@knp-limited.com
Designated Safeguarding Lead	Philippa Bourne	As Above	Philippabourne@knp-limited.com
Deputy designated Safeguarding Leads	Natalie Bourne Kayley Butler	As Above	Nataliebourne@knp-limited.com Kayleybutler@knp-limited.com

What is bullying?

The NSPCC describes bullying as "...behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and mentally".

At K N & P Limited we do not tolerate bullying and any reports of bullying will be investigated and dealt with accordingly.

We understand that students can disagree with one another and that friends can fall out from time to time. We do not define this or occasional conflicts as bullying.

We recognise that bullying may also occur outside of K N & P and reports of this, including cyber bullying, can also be reported to us and dealt with in the same way as this can impact our students experience at the setting.



Prevention

We aim to prevent bullying by promoting an inclusive environment for all our students and a place where they can feel safe to be their authentic selves. We focus on intervention work encouraging our students to recognise, understand and manage their behaviours and emotions and promote positivity, self-confidence and compassion. We encourage positive relationship building and understanding of friendships and other's feelings.

All our staff are committed to demonstrating and promoting these values.

Reporting and recording

Any report of bullying will be taken seriously and dealt with in a confidential and compassionate manner. Staff and students work on a 1:1 or 1:2 basis so are able to monitor and respond to any concerns of their own about bullying as and when they occur, we also encourage students and parents/carers to inform us of any incidents that occur outside of session times as these may impact the student's ability to attend and engage in our provision and the success of the intervention programme we offer.

Reports of bullying will be recorded on a safeguarding concern form and actioned in line with our safeguarding and behaviour policies.

Monitoring and reviewing

This policy is monitored regularly and will be reviewed annually as a minimum to ensure the effectiveness of our strategies.