



Windmill L.E.A.D. Academy
A L.E.A.D. Academy

WINDMILL L.E.A.D. ACADEMY

ANTI-BULLYING POLICY

September 2014



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Windmill is a happy, caring school in which all children are aware of their responsibility to create and promote this atmosphere.

In order to help us to maintain this, please let us know straight away if your child is feeling unhappy in school and you suspect they may be being bullied.

Ellie Green – 0115 9150195

Anti Bullying Week takes place 17-24th November 2014 – Windmill will be promoting positive friendship awareness and understanding of bullying during this week.

AIMS:

- To ensure that children feel and are safe from harm or the threat of harm, be it physical, verbal or emotional.
- To ensure everyone understands the importance of the issue of bullying and how damaging it can be.
- To ensure children and staff know how to respond if bullying occurs.
- To ensure parents understand how bullying is dealt with in school and how they can support.

BULLYING:

We understand that bullying can be any or all of the following:

- Hurting people with words – name calling, teasing, threatening
- Physically hurting – pinching, punching, pushing and kicking.
- Making gangs against other people.
- Telling others who they can be friends with.
- Involve the use of email or text messages
- Involve racial name calling

WHAT TO DO IF BULLYING IS TAKING PLACE:

Children's responsibilities:

- Tell a peer mediator
- Tell an adult in school



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- Tell their parent
- Tell a friend
- Tell if you see bullying happening to someone else

Parents' responsibilities

- **Inform school as soon as bullying is suspected** – *The Head of School or a Senior Leader will always make time for you.*
- Work with school to ensure the problem is resolved

School's responsibilities

All staff have a responsibility to be alert to bullying and complaints of bullying from children.

- Keep bullying high on the school agenda by reviewing the bullying charter annually and using visible, whole school displays.
- Respond to **all** allegations of bullying
- Investigate fairly and thoroughly all complaints
- Support and reassure the victim
- Where possible, empower the victim to stand up for themselves (with support from school staff)
- Listen carefully to peer mediators in weekly review meetings, and respond to points raised
- Apply fair, appropriate and consistent sanctions for first time and repeat offenders
- Keep accurate records of victims and perpetrators

RECORD KEEPING:

- The head teacher is responsible for coordinating the school's response to bullying.
- All incidents of bullying are recorded in the Behaviour Incidents file
- Victims and perpetrators are highlighted
- Repeat victims and perpetrators are recorded

PROMOTING THE ANTI-BULLYING POLICY:

- The policy is available on the school's web-site
- A copy is made available to all parents as part of the induction information for new starters
- Displays around school advertise how to prevent bullying and what to do if it occurs
- The Policy and Anti-bullying Charter are reviewed annually.