



# Windmill Hill Primary School

## ANTI-BULLYING POLICY

### OVERVIEW

At Windmill Hill Primary School bullying and other forms of unacceptable intimidation, including bullying due to sexual orientation, cyber bullying by internet or mobile phone, will not be tolerated.

All will treat others with kindness and respect and all will care well for each other. All will come to school without fear and they will be happy and safe in school. Everyone will be vigilant and they will act promptly to intervene if there are any signs or reports of bullying.

### OBJECTIVES

1. To ensure that all feel safe and free from bullying and intimidation.
2. To ensure that all children understand what bullying, including cyber bullying is.
3. To build an ethos where learners feel safe and free from threat and intimidation.
4. To promote good relationships where all are treated well and where learners care for each other.
5. To act promptly and effectively at the first sign of bullying.
6. To encourage learners and parents to report any attempted bullying.
7. To protect and reassure any victims of bullying.
8. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
9. To make this a happy school that is free from bullying of any kind including cyber bullying.

### STRATEGIES

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying and when they do they will be listened to and taken seriously.
4. Any allegation of bullying will be investigated and followed up.
5. Any cyber bullying of staff or pupils, in or out of school, must be reported and then investigated rigorously, in conjunction with any relevant authority including the police if appropriate.
6. Any victim of bullying will be well protected immediately and in the future.
7. Any allegations of bullying will be reported to the headteacher.
8. PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
9. We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
10. Learners and their parents will be made aware of this policy.
11. The parents of all concerned will be informed and involved in any reported incident and they will be expected to support this school policy.

### OUTCOMES

Windmill Hill Primary School will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.