



WALDORF KNOLL ACADEMY

41 IYA ABUBAKAR CRESCENT
JABI
ABUJA.

08099997721, 08099997722, 08099997723
Info@waldorknollacademy.com
www.waldorknollacademy.com

Anti-Bullying Policy

Introduction

Waldorf Knoll Academy does not tolerate bullying or harassment and recognises the damaging effects of all forms of bullying.

All members of the school community are dedicated to establishing and maintaining an environment, in which everyone can learn, develop and enjoy life while feeling safe and secure.

What is bullying?

Bullying is a deliberately aggressive, habitual, hurtful behaviour causing pain or embarrassment to others.

- It is an abuse of relative power.
- It is often repeated over a period of time.
- It is difficult for those being bullied to defend themselves.
- It can take on many different forms and can be physical, verbal, cyber or indirect.
- It can be planned and organised or it can happen suddenly and spontaneously.
- It can be carried out by individuals or groups.

Bullying may include:

- Any form of physical violence such as, hitting, punching, kicking, pushing, spitting.
- Making aggressive, intimidating gestures or intruding into someone's personal space.
- Interfering with someone's property by stealing, hiding, damaging or destroying it.
- Making violent threats, using offensive names or insulting someone or their family.
- Telling lies, spreading rumours or making up stories about someone.
- Picking on someone or putting them down, belittling their ability and achievements.
- Making abusive or degrading remarks about someone's physical attributes, colour, culture, religion or social background.
- Making sexually suggestive or insulting comments.
- Ganging up on someone or hurtfully excluding them from a group or activity Ridiculing someone's appearance.
- Forcing someone to do anything against his or her will.

Preventing bullying

As a school community we will not allow bullying to go unreported.

This requires **staff** to:

- Be positive models in words and actions at all times.
- Be observant of signs of distress and suspected incidents of bullying
- Make efforts to discourage bullying by active patrolling during supervision duties.
- Dedicate time and effort across the curriculum to raising the profile of bullying and creating an ethos encouraging open discussion of the issue in the classroom.
- Take steps to help victims and act so as to remove them from further risk.
- Deal with all incidents promptly and according to the policy.
- Make sure that students are aware of the bullying policy.
- Keep parents informed and involved as partners in our anti-bullying efforts.
- Be consistent.

This requires **students** to:

- Refuse to be involved in any bullying situation.
- Report incidents of bullying to the nearest member of staff,.

We believe that, as a first step towards dealing with bullying and violence in our school, we need to cultivate a whole-school atmosphere of mutual tolerance and respect. Respect is just as necessary when students address teachers, and teachers speak to students, as it is when students interact amongst themselves.

Reporting, recording and co-ordination of appropriate action

All instances of bullying must be recorded in the incident report, and the Lead Person for Child Protection (LPCP) informed immediately. The lead person for child protection at Waldorf Knoll Academy is Dr. (Mrs) Adebimpe Alder and she can be reached at dralder@waldorfnollacademy.com or 08099997723.

The LPCP will ensure that all appropriate people (including parents and guardians) are informed.

The LPCP will co-ordinate the support required for all parties (including the bully and the bullied).