

Anti Bullying Policy



Anti Bullying Policy
for non-connected school groups

2017

1. Objectives of this Policy

Al Risalah School Anti-Bullying Policy outlines what our School will do to prevent and tackle bullying and ensure that all pupils are kept safe from any form of harassment. The policy has been drawn up through the involvement of the whole school community. It has regards to DfE guidance *Preventing and tackling bullying: advice for school leaders, staff and governing bodies 2011*.

2. Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3. Statement of Intent

We are committed to providing an Islamic environment which is caring, friendly and safe for all of our pupils so they can learn in a relaxed and secure atmosphere.

It is our aim to encourage pupils to put into practice that which they learn in their Islamic Studies lessons as well as promoting an Islamic ethos in our school. We base this on the advice of our Beloved Prophet (Peace be upon him):

***'None of you truly believes (in Islam) until he wishes for his brother what he wishes for himself.'* (Bukhari and Muslim)**

At Al-Risalah we have high expectations of our pupils, not only in academic excellence but also in standards of behaviour, appearance and character, both inside and outside the school. We hope to equip our pupils with the skills to face

the challenges of today's changing world by encouraging communication, personal growth and confidence at all levels, and a respect for all of the creation of Allah. We aim to do this by maintaining close co-operation between the school, parents and the wider community.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to report this and know that incidents will be dealt with promptly and effectively. We are a *TELLING* School. This means that *anyone* who knows that bullying is happening is expected to tell the Staff.

4. Definition of bullying

Bullying is **"Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally"**.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

5. Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse. Mobile threats by text messaging and calls. Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

6. Preventing, identifying and responding to bullying

We, at Al-Risalah School will;

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including lunchtime staff, learning mentors and LSU staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. They need to know why it is wrong to behave in the way that they are.

As a school, we have a responsibility to respond promptly and effectively to issues of bullying.

We, at Al-Risalah School, are committed to providing a caring, friendly and safe environment for all pupils and staff so that they can work and learn together in a secure and relaxed atmosphere. If bullying does occur, all pupils and staff should be able to report an incident, in confidence where necessary, and know it will be dealt with promptly and effectively.

7. Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

-is frightened of walking to or from school
-begs to be driven to school
-is unwilling to go to school (school phobic)
becomes withdrawn anxious

- doesn't want to go on the public bus
- changes their usual routine
-begins truanting ---
-lacking in confidence -

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- attempts or threatens suicide or runs away
- cries to sleep at night/nightmares
- feels ill in the morning
- begins to do poorly in school work --
- comes home with clothes torn or property
- has possessions go "missing" --
- starts stealing money (to pay the bully)
- has dinner or other monies "lost"
- has unexplained cuts or bruises
- comes home hungry (lunch money stolen) -
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings --
- stops eating
- is frightened to say what's wrong

gives improbable excuses for any of the above

These signs and behaviours are not exhaustive and could indicate other problems, but bullying should be **considered a possibility and should be investigated**

8. Procedures

- All bullying incidents should be reported to staff including anonymous reporting by student(s)
- The school management is informed
- After the first known incident, both the bully and the victim are counselled by a member of staff/Form Tutor
- The bully will be advised according to Islamic and non-Islamic teachings as to why their behaviour is unacceptable and the Safeguarding Officer will be informed.
- If the incidents continue, the parents are called into school to discuss the problem with the Head Teacher/Form Tutor. A strategy is developed with the consent of both sets of parents to deal with the problem
- If incidents still continue, further counselling takes place of both the bully and the victim. Additional support is sought, e.g. a meeting with the Safeguarding Officer
- As a last resort, if incidents still continue, exclusion procedure may begin.

Reacting to a specific incident

Recording

- All incidents, [either in or out of class] will be recorded by the school/setting on the electronic recording system.
- A senior member of staff [Safeguarding Officer] will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.
- Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with.
- All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Commented [M1]: In many cases, bullying, especially of the subtle type, goes unreported because undetected because the victim is afraid to be seen by the bully when talking to a member of staff. So the school needs to think of an anonymous way of reporting bullying, for example by having a post box that can be used for suggestions, concerns, complaints and reporting bullying.

Dealing with an Incident

- Whenever a bullying incident is discovered, the school/setting will go through a number of steps.
- The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.
- The school/setting community need to be made aware that when a bullying incident has come to the attention of adults in the school/setting, it has been taken seriously and action has resulted.

Al-Risalah expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken
- Discussing strategies for making amends
- Enlisting parental support

Measures will be in line with the school's/setting's behaviour and discipline policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity
- Formal letter home from the senior staff member/head teacher expressing concerns
- Time out from the classroom
- Pastoral support plan
- Detention after school
- Fixed term exclusion
- Permanent exclusion
- iii) Safeguarding procedures will be followed when child protection concerns arise.

9. Prevention. Involvement of pupils / students

In addition to Islamic advice offered by Islamic Studies teachers and the Imam, we will use other methods for helping children to prevent bullying. As and when appropriate, these may include:

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We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure children and students have opportunities to air concerns, for example through circle time in the Nursery, and form time, Islamic studies and PSHCE in the secondary school.
- Ensure children and students are all very clear about what constitutes bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

10. Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

11. Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Complaints policy
- E-safety policy
- Behaviour Policy
- The teaching of Citizenship and PSHE Education
- Child Protection/safeguarding Policy
- The recording of racial incidents

12. Monitoring & review, policy into practice

We will review this Policy at least once every year as well as if incidents occur that suggest the need for earlier review. The school uses the guidance by the DFE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying. The views of parents, staff & pupils will be taken in account to make further improvements.

Commented [M2]: You must state who does what, when and how. You must also say how this policy will be evaluated, when and by whom, and state that the views of parents, staff and pupils will be collected and taken into account to make further improvements.

Commented [M3]: All safeguarding policies must be reviewed annually

13. Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy
- Parents support the policy and use it to help combat bullying.

The named contact for this policy is:

Shenaaz Randeree (Safeguarding Officer) & Shazra Abbasi (Safeguarding Officer)