



# Anti Bullying Policy

This policy has been written as guidance for staff, parents or carers and pupils with reference to the following guidance and documents:

The Equality Act, 2010

The Children Act, 1989

SEND Code of Practice, 2014

Keeping Children Safe in Education, Sept 2018

Behaviour and Discipline in Schools, July 2013

Behaviour and Discipline in Schools, February 2014

Preventing and Tackling Bullying, 2017

## Introduction

At Alamiyah School we are committed to producing a safe and secure learning environment where all children can learn without anxiety. There is no place for bullying at Alamiyah. No one should have to 'suffer in silence'. Providing a safe and secure environment is essential to the short and long term well being of children, to raising achievement, promoting equality and diversity and ensuring the safety and wellbeing of all members of our school community.

## Aims

We will ensure that:

- a robust, zero tolerance approach to anti bullying is implemented by everyone at the school
- all parents pupils and staff are aware of the issue of bullying and the long term ill effects it can have on the lives of all of those involved
- measures are put in place to prevent bullying from taking place



- pupils are involved in developing and reviewing an anti bullying charter as a means to actively prevent bullying from taking place
- a peaceful and harmonious community is built with strong shared values
- pro social behaviour is actively encouraged
- pupils are empowered through the montessori approach - peace curriculum to resolve issues of discrimination, ill treatment and fairness themselves.
- early intervention is prioritised where an issue of potential or actual bullying is raised
- all parents, pupils and staff know how to implement the anti bullying policy and procedures
- all parents are clear about how the school will tackle issues of bullying
- all issues of bullying are taken seriously and clear procedures are followed
- the correct channels for reporting incidents are known to pupils, parents and staff

## **Approach**

At Alamiyah, we promote exemplary behaviour and respect for others, tackle all forms of bullying and prevent them from occurring through effective measures which safeguard the well-being of both pupils and staff. Our goal is to nurture children who will create a society in which everyone is treated with dignity and respect. We use an Anti-Bullying Charter throughout the school to promote all issues relating to bullying along with effective inclusion of anti bullying within curriculum subjects.

## **Definition of Bullying**

Bullying is a repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Bullying is any behaviour by one child to another that is intimidating, coercive, threatening or violent. It may be of a physical, verbal or social nature. It may also be a combination of these. A child who is bullying has reached a stage of cognitive development where he or she is able to plan to carry out a premeditated intent to cause distress to another.

It is recognised that many children will, in the process of developing relationships with other children, experiment with socially unacceptable behaviour. This does not make a child 'a bully' but does require an immediate and clear response from the school. It is also recognised that there are



playground games such as mock fighting that some children find intimidating. Name-calling is always intimidating and is not tolerated.

## **The Effects of Bullying**

All forms of bullying are hurtful and may have a devastating effect on those who are bullied. Whilst some children may recover from bullying, there are others who suffer lasting consequences. Children who are bullied may see themselves as inadequate and friendless and suffer from loss of confidence and low self-esteem.

Bullies may also suffer from long lasting consequences and if offered no support, may continue with bullying behaviour into their adult lives. For this reason, it is important that they receive support to enable them to change their behaviour.

## **Identifying Bullying**

### **Types of bullying:**

Pupils can be bullied for a variety of reasons – and they can also be bullied for no reason. Specific types of bullying include: bullying related to race, religion or culture; bullying related to special educational needs (SEN) or disabilities; bullying related to appearance or health conditions; bullying related to sexual orientation; bullying of young carers or looked-after children or to home circumstances; sexist or sexual bullying. *For more details about Cyberbullying see E-Safety Policy.*

Sexual bullying (including cyber-bullying, sexting and grooming) is recognised as a safeguarding issue. *For more details see the ASC Safeguarding Policy.*

### **Signs of bullying:**

Pupils who are bullying may demonstrate emotional and behavioural problems, physical problems such as headaches and stomach pains, or signs of depression. Early identification of bullying of pupils at risk is vital. As a small scale school, all staff build close relationships with all children and so we know our children extremely well, which enables us to look for signs of bullying throughout every school day.

## **Child Sexual Exploitation (CSE)**



Child sexual exploitation (CSE) involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim, which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber-bullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse. Cases of CSE will be covered by the school's Safeguarding Policy and referred to the Designated Safeguarding Lead. Please refer to the school's Safeguarding Policy for more information and for how cases will be handled.

## **Prevention of Bullying**

The prevention of bullying is our starting point. The school behaviour policy makes expectations clear to children in each community about their behaviour with others and promoting positive behaviour. Staff pay careful attention to the design of the physical environment (such as the garden space) and the activities available to the children each day, to maximise opportunities for pro-social development. Alamiyah School will prevent incidences of bullying by:

- Promoting good, compassionate and caring behaviour
- Creating a culture where all pupils and staff treat one another with respect, value differences and develop empathy for others
- By reacting to bullying promptly, reasonably and consistently
- By safeguarding and supporting victims of bullying
- Teaching good anti-bullying practice through the curriculum
- Effective use of curriculum opportunities (ie, SMSC, Citizenship, creative arts and role play)
- Involving the children in developing the school anti-bullying policy
- promoting a culture of open and honest reporting of bullying amongst pupils and staff
- Applying clear sanctions to bullying in a consistent manner so that pupils understand that there is zero tolerance of any form of bullying.



- Effective leadership and management
- Good staff training and awareness on anti bullying, effective behaviour management, teaching SMSC and the equality act 2010.
- Providing pupils with a confidential way in which to report bullying with ease
- Providing Staff with training on how to identify and deal with bullying
- Ensuring that senior management and staff are upto date with developments in technology so policies can be revised accordingly

## **Working With Parents**

We will work with parents /carers to:

- provide a clear message that we do not tolerate bullying
- ensure that parents know the procedures to use if they need to report any concerns they have about their child being bullied
- ensure that parents feel confident that the school will take any complaint about bullying seriously and investigate and resolve as necessary

## **Raising a complaint**

Much of the behaviour which leads to both bullying and intimidation is difficult to observe or can be seen as innocent when it is not. It is therefore essential that staff listen carefully to what children say and watch for any signs that a child may be being intimidated. The staff must always pass on their concern to the other members of staff working with the child and report these concerns to the head teacher.

The following information is conveyed to pupils to ensure that they know what to do if they or someone else is being bullied.

### **1. If you feel you are being bullied**

- Tell someone.



- If you feel you are being bullied, you can tell a member of staff and/or your parent/carer (anyone you feel safe to talk to). It is not weak to do this.
- If you cannot tell anyone at school, you can tell your parents.
- Friends of those who feel bullied should let staff know of bullying incidents.
- No one deserves to be bullied. You have a right for this not to happen to you.

## **2. If you are a pupil and witness bullying behaviour.**

- Support the child who you observed being bullied by offering your friendship and making it clear that in your opinion what is happening to them is unkind.
- Encourage them to speak out on their own behalf and if the situation is safe, make it clear to the bullies that this behaviour is not right and not supported by others
- Accompany the child who you observed being bullied to a trusted adult, or suggest that you speak to an adult on their behalf.

## **3. If you are a member of staff**

- Reassure and support the pupils involved
- Advise them that you are required to pass details on to their Class Teacher and/or to the Behaviour Officer
- The named person will keep a log of all complaints or incidences of bullying and record the way in which they were dealt.

## **4. If you are a parent**

Bring the issue to the attention of any member of staff, or to the Head teacher, or the Named Behaviour Officer.

## **Anti-Bullying Procedure**

1. The child who has experienced the bullying will be interviewed by their class teacher, who may ask them to write an immediate account of events.

The class teacher may also invite the child to discuss their own reaction and behaviour towards the child who bullied them. The process for dealing with the incident will be clearly explained to them. The class teacher may give them further support and advice, if deemed appropriate.



2. Once the class teacher is clear that a bullying incident has occurred, the child who was responsible for the bullying will be interviewed, as will any others related to the incident. Each will be asked to write an immediate account of events. The process for dealing with the incident will be clearly explained to them. Details of the incident will be recorded in all the pupils' files.
3. The Behaviour Officer is copied in, and will record the incident as a bullying incident. The class teacher will discuss with the Behaviour Officer what the appropriate and most helpful course of action is. This may include:
  - A formal bullying warning where it is made clear what the bullying incident was, and what would constitute a continuation of the bullying including discussion of the incident or process in a hurtful way.
  - Clear strategies on what work would help both children (or groups of children) to be kind and loving with each other.
4. If the Behaviour Officer decides it is appropriate, or if it is a pupil's second offence, the Principal of the School may become involved and the parents of the child who was bullying will be informed by email or telephone.
5. If the incident was very serious and required further action then the following sanctions may be applied in accordance with the school's Behaviour Policy:
  - i. Formal school warning.
  - ii. Suspension (see Behaviour Management Policy)
  - iii. Exclusion (see Behaviour Management Policy)
6. If the pupil is suspected to be suffering from or is likely to suffer from significant harm as a result of a bullying incident then staff will report their concerns to the MASH safeguarding team. (see Safeguarding Policy) If the bullying is not a safeguarding issue, the advice of external agencies may be sought to support the pupil or to tackle an underlying issue which has contributed to a pupil engaging in bullying.

## **Criminal Law**



These are minimum sanctions. In very serious cases it may be necessary to make a report to the Police or Social Services. However it is the policy of the School to attempt to resolve such issues internally using our own disciplinary sanctions, unless the matter is of such gravity that a criminal prosecution is likely.

It is important to note that although bullying is not a criminal offence in the UK, some types of harassing or threatening behaviour or communications could be a criminal offence for example under the protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003 and the Public Order Act 1986.

If unsure whether a criminal offence has been committed then assistance should be sought by the Behaviour Officer or a member of the Senior Management Team from the police. For example under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

The staff will discuss this policy and its implications on their practice at least once every year. Where possible, parents will be invited to contribute to the School's policy and procedures to prevent bullying. The records of bullying offences will be reviewed by the Senior Management Team once a year at their final Review Meeting at the end of each school year.

### **Bullying outside of school premises**

When bullying takes place outside of school, it may be by pupils at the school, pupils at other schools, or people not at school at all. Teachers have the power to discipline pupils for misbehaving outside the school premises to an extent that is considered "reasonable".

Where the bullying is by pupils at the school it should be brought to the attention of the child's class teacher (by a pupil or parent) or a member of the Senior Management Team, who will investigate the issue in accordance with this policy, and take action if appropriate (though only on school premises and at times when the pupil is under the lawful control of the school - see Behaviour Management Policy). The Headteacher/Principal will consider whether it is appropriate in these



cases to notify the police. If the behavior could be criminal or poses a serious threat to a member of the public the police will always be informed.

In these and other cases, we will advise parents of further steps they can take:

- Talk to the local police about problems on local streets
- Talk to the transport company about bullying on buses and trains
- Talk to the head of another school whose pupils are bullying off the premises
- Map safe routes to school, and tell pupils about them
- Talk to pupils about how to handle bullying outside the school premises

This policy was adopted at a meeting at Alamiyah School

Held on: .....

Signed on behalf of the Alamiyah School: .....

Date of Next Review: July 2019