



ANTI-BULLYING POLICY

Reviewed by: E. Bora
Date Reviewed: August 2016
Date for Next Review: August 2017

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Policy Statement

All cases of bullying are serious, whether physical or emotional/psychological. The aim of the policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the school community at Jame'ah Girls, including governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is. They should also be familiar with the Academy's policy on bullying: therefore, the aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it. Bullying is an antisocial behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in the Jame'ah Girls Academy school community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.

This policy should be read in conjunction with the following policies:

- Safeguarding policy
- Cyberbullying policy
- E-Safety policy
- Equalities policy
- Behaviour policy
- SEND policy

This anti-bullying policy is also compliant with:

- Equality Act, 2010
- Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies, DfE, October 2014
- Cyberbullying: Advice for headteachers and school staff, DfE, 2014

What is bullying?

Bullying may be defined as *any deliberately hurtful* behaviour, usually but not exclusively *repeated* over a period of time, which intentionally hurts another pupil or group physically or emotionally. It is often difficult for those being bullied to defend themselves, and it is often motivated by prejudice. Bullying involves an *imbalance of power* between the perpetrator and the victim.

Types of bullying behaviour include:

- Physical (including sexual) assault
- Verbal abuse, by name calling, teasing or making offensive remarks
- Cyberbullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones, text messaging, photographs, video and e-mail (see Cyberbullying policy)

- Indirect emotional tormenting by excluding from social groups or spreading malicious rumours.

Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidatory but is often hidden and subtle. It includes actions or comments that are racist, religious or cultural, homophobic, transphobic, sexist, sexual or which focus on disabilities or other physical attributes (such as hair, colour or body shape) or any reference to Special Educational Needs and/or disability. Bullying may be motivated by actual differences between children, or perceived differences.

Bullying can include the following unacceptable behaviour:

- Name calling and teasing
- Threats and extortion
- Physical violence
- Damage to someone's belongings
- Leaving pupils out of social activities deliberately and frequently
- Spreading malicious rumours
- Bullying by mobile phone, text messages or e-mail

Bullying can emotionally and physically scar a child for life. Previous cases have shown that repeated and continuous bullying can lead to:

- Erosion of self-esteem and confidence
- Effects on the victim's academic achievement
- Physical harm and injury
- In some instances, it may also lead to self-harm, and ultimately suicide.

The Jameah Girls Academy policy on preventing and tackling bullying involves; 1. vigilance

2. procedures for reporting and recording bullying

3. consequences for bullying behaviour

As outlined below:

1. Vigilance - what to look for

All teacher and members of staff should be vigilant regarding changes in a child's behaviour. A pupil may:

- Be frightened of being alone either out of school hours or during school hours
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Feels ill in the morning
- Has possessions e.g. dinner money continually lost
- Has unexplained cuts or bruises

These are some signs that the victim may show, however, this list is not exhaustive. Teachers and other staff must remain vigilant at all times and investigate if they feel there may be a problem.

2. Procedures for dealing with bullying – what to do if you are a victim, witness, or member of staff

The way to stamp out bullying is for people to be aware of the issues involved and to have a clear understanding of action which should be taken should cases arise.

If you are the victim:

1. If you feel able to, confront the bully by verbally making them aware that you think that what they are doing is wrong.
2. Share your feelings with someone else.
3. If possible talk to a member of Staff, e.g. your Tutor, your Subject teacher, the Headteacher or another trusted adult e.g. Lunchtime Supervisor. Remember that bullying is best addressed and can be made to *STOP* once you *Start Telling Other People*.

If a pupil witnesses bullying behaviour:

1. Support the victim by offering your friendship and make it clear that in your opinion what is happening to them is wrong.
2. Encourage the victim to speak out on their own behalf by confronting the bully, or with their permission, confront the bully yourself.
3. Accompany the victim to a trusted adult, or suggest that you see their Tutor or Headteacher on their behalf.

If Staff witness an incident of bullying or it is reported to you:

If bullying is reported by either – pupil, parent or a witness, *the incident will be dealt with immediately by the member of staff who has been approached.*

1. Reassure and support the people involved.
2. Let those involved know that the details of any incident will be passed onto the Senior Leadership team and their Form Tutors.
3. Investigate – by first asking the pupil. Identify who the bully is (make notes). Obtain a written statement. Reassure and support the victim. If possible, record these statements on an Incident Report Form (available from the staff room notice board).
4. Investigate – determine, if you are able to, whether the reported incident is true.
5. Determine the severity of the incident:
 - If this is a “minor”, one-off incident, it may be dealt with straightaway with a verbal warning and recorded in the discipline diary.
 - If the case involves an imbalance of power between perpetrator and victim, or is repetitive in nature, *then a clear account of the incident should be recorded and given to the Headteacher. The form tutor must also be informed.*

6. The Headteacher will interview all concerned and will write a record of the interview. One copy of the record is to be filed in a folder in the Head's office, and another is to be handed to the form tutor.
7. Subject teachers will be kept informed by the form tutor, and all bullying incidents are to be mentioned in staff meetings, so that all teachers are made aware of the incident.
8. Parents will be kept informed by the form tutor.

Pupil Support

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude of the pupil

3. Escalation of Consequences for persistent bullying

The school has zero tolerance on bullying and any form of bullying is classed as serious and against the Islamic Ethos of the school, and the British Values we uphold.

Anyone involved in bullying another pupil whether intentionally/unintentionally will be punished according to severity, involvement and duration of the incident(s)

The measures that may be taken to ensure that bullying behaviour is stopped, are:

1. *Verbal warning* – with a note made in Pupil Monitoring book (discipline diary). It is to be made clear to any pupils involved in bullying that the school has a zero-tolerance stance on bullying, and that any further incidents will have serious repercussions.
2. *Detention* – this is the minimum punishment, where the pupil is asked to reflect on their actions, which is then to be followed by an apology and reconciliation with the victim. In more serious cases, detention may be omitted and the consequence for the bully will be escalated to point 3. below:
3. *Parental conference*. Parents/carers will be informed that should any further cases of bullying occur, the following consequences may occur:
4. *Suspension* where the incident has occurred over a period of time.
5. *Expulsion* (in severe cases) – if, despite all the above measures, the pupil who has demonstrated bullying behaviour, does not cease such behaviour, then expulsion may be necessary.

The victim must be informed of the procedures taking place and parents involved when necessary

In all the above measures we must at all times try to reconcile and bear in mind that pupils often fall out with each other and that they must accept differences. Teachers must create a healthy learning environment where pupils are tolerant of each other, in line with our Islamic Ethos and the upholding of our British Values.

Jame'ah Girls Academy will also raise the awareness of the nature of bullying through

- **Inclusion in PSHE/Citizenship,**
- **Form time**
- **Assemblies**

as appropriate in an attempt to help all members of the school community to identify and eradicate such behaviour. Pupils will be taught the importance of respect and mutual trust.

Useful links

Here are a range of organisations that support teachers and young people to challenge bullying and offer help to those targeted by bullies.

<http://www.anti-bullyingalliance.org.uk>

<http://www.antibully.co.uk/>

<http://www.respectme.org.uk>

<http://www.beyondbullying.com>

<http://www.beatbullying.org>

<http://www.bullying.co.uk/>

BULLYING - DON'T SUFFER IN SILENCE

Pupils

If you are being bullied

Try to stay calm and look as confident as you can

Be firm and clear – look them in the eye and tell them to stop

Get away from the situation as quickly as possible and

Tell an adult what has happened straight away (Start Telling Other People)

After you have been bullied

Tell a teacher or another adult in your school

Tell your family

If you are scared to tell a teacher or an adult on your own, ask a friend to go with you

Keep on speaking until someone listens and does something to stop the bullying

Don't blame yourself for what has happened

When you are talking to an adult about bullying

Be clear about:

What has happened to you

How often it has happened

Who it involves

Who saw what was happening

Where it happened

What you have done about it already

If you experience bullying by text messages, e-mail or any other electronic device

When necessary, encourage your parents to report incidents to the police. Log the date and time you receive the bullying message(s).

Tell a parent, friend or teacher, and save any evidence that you can by taking screenshots.

Be very careful who you give your mobile phone number or e-mail address to.