



Anti-Bullying Policy

Darul Hadis Latifah Secondary School & College

Policy Statement:

Darul Hadis Latifah is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell 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. This policy has regard to DfE guidance Preventing and tackling bullying Advice for head teachers, staff and governing bodies July 2017. Head teachers have a legal duty under the Schools Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006, the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. School also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

Objectives of this Policy:

- All Governors, teaching and non-teaching staffs, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying are reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

- **Bullying will not be tolerated.**

Definition of Bullying:

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, disability or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case [source: DfE guidance Preventing and tackling bullying Advice for head teachers, staff and governing bodies *July 2017*].

.Bullying can be:

- **Emotional** (being unfriendly), excluding, tormenting (e.g. hiding books, threatening gestures).
- **Physical** pushing, kicking, hitting, punching or any use of violence.
- **Racial** taunts, graffiti, gestures.
- **Sexual** unwanted physical contact or sexually abusive comments.
- **Verbal** name-calling, sarcasm, spreading rumors, teasing; homophobic or transphobic insults.
- **Cyber** all areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & call Misuse of associated technology, i.e. Camera & video facilities.
Refer to our e-safety policy

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. Schools have a responsibility to respond promptly and effectively to issues of bullying which occur within the school.

Signs and Symptoms:

A child may indicate by signs or behavior 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
- doesn't want to go on the school / public bus
- begs to be driven to school.
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been 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
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviorus could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures:

1. Report bullying incidents to staff, using the form kept in the school office or the internal school post box.
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes:

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place such as counseling for both the victim and the perpetrator; detention for the bully.
- 2) In serious cases, suspension or even exclusion will be considered.
- 3) If possible, the pupils will be reconciled.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention:

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- Posters are displayed in prominent places which promote the school's ethos and anti-bullying stance
- Assembly theme covering anti-bullying

- Regular advice sessions by teachers explaining to the students the Islamic viewpoint regarding bullying.
- The school is working towards achieving UN Rights Respecting School Status
- The school has designated safeguarding leads and they are regularly trained.
- The school actively promotes the British Values, including Mutual Respect and Tolerance

MONITORING AND EVALUATION

The Vice-Principal monitors that the anti-bullying policy is implemented effectively by analyzing logs of behaviour and bullying incidents, including racist incidents, termly and identifying any emerging patterns. Findings are reported termly to the Governing Body who then asks probing questions aimed at identifying deficiencies and remedies. Policies and procedures may be amended as a result of any analysis of behaviour and bullying incident log.

The Principal evaluates the effectiveness of the policy by seeking the views of children, staff and parents through surveys about this issue, and by checking whether incidents of bad behaviour reduce over time. The Vice-Principal and School Governing body are responsible for the implementation of this policy and evaluation of its effectiveness.

LINKS TO OTHER POLICIES:

This policy will contribute to the review and revision of related school policies, for example:

- Safeguarding policy
- Equality & diversity policy
- Accessibility Plan
- E-safety policy
- Whistleblowing policy

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parent line Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kids cape website www.kidscape.org.uk for further support, links and advice.

For a copy of Kids capes free booklets "Stop Bullying", "Preventing Bullying" and "You Can Beat Bullying", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to – Kids cape, 2 Grosvenor Gardens, London, SW1W 0DH.

Date Policy Reviewed: 29th August 2022

Next Review Date: August 2023

Responsibility for review: Co-Headteacher (Child Protection)/ Governing Body