

TAWHID BOYS SCHOOL

Anti-bullying Policy

Definition:

"Bullying" is a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully, it can range from racist, sexist, homophobic, ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and or their property. It can be an unresolved single frightening incident, which casts a shadow over a child's life, or a series of such incidents.

Aims & Objectives:

At Tawhid each member of the school has an equal right to be in a safe and secure environment without being treated unfairly or unequally. Every member of the school is a valued individual and must be treated with respect, integrity and tolerance. The aim of this policy is to ensure clear guidelines are set out for all Staff to follow in dealing with any bullying incidents experienced by members of the school. Through the curriculum, school rules, routines and procedures, we are to ensure the aims of the Policy are fully promoted to create a positive inclusive learning environment for all.

What is bullying?

Bullying in school can be broadly categorised into three types

1. Physical Bullying

Hitting, kicking, pushing, spitting at, taking belongings and any other form of violent behaviour directed at a person.

2. Verbal Bullying

Name calling (to an individual or directed at friends or family), racism, homophobic remarks, making any other offensive remarks or threatening behaviour.

3. Indirect Bullying

Spreading malicious rumours, social exclusion, text messaging, e-mails and chatroom comments.

Procedures

The advice and strategies in DfES document; "Bullying, Don't Suffer in Silence" forms part of the School Anti Bullying Policy and must be followed together with the following procedures.

1. School

The School will take bullying very seriously by;

- Supporting children who are being bullied
- Endeavouring to help bullies change their behaviour.

2. Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

- Provide children with a framework of behaviour including class rules which supports the whole school policy.
- Emphasise and behave in a respectful and caring manner to students and colleagues, to set a good tone and help create a positive atmosphere.
- Provide children with a good role model in terms of behaviour and attitude.
- Raise awareness of bullying through tutorial work, assemblies, student council, PSHCE, I & R studies and other curriculum areas.
- Through the Headteacher, keep the governing body well informed regarding issues concerning behaviour management.
- Pass on any concerns to Form Tutor.
- Provide a key staff member who is responsible for the monitoring of the policy – Head Pastoral, Mr Adia

3. Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school:

- Support us in helping us meet our aims
- Feel confident that everything is being done to make sure their child is happy and safe at school
- Be informed about and fully involved in any aspect of their child's behaviour
- Be informed about who can be contacted if they have any concerns about bullying

4. School Development Committee (SDC)

We expect that SDC will:

- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying

5. Students

We expect that students will:

- Support the Headteacher and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise
- Be involved in the monitoring and review of the policy through the pupil Shura Council meetings
- Feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn
- Feel supported in reporting incidents of bullying
- Contact a trusted member of staff as soon as possible after a bullying incident takes place and clearly relate what has happened
- Be reassured that action regarding bullying will take place

Reacting to a specific incident

1. Recording

All incidents in or out-of-class should be recorded. Incidents clearly identified as bullying must be reported to a senior member of staff using the School Referral form (Headteacher, Deputy Head & Head of Pastoral care)

The parents (of both bully and person bullied) need to be informed of what has happened, and how it has been dealt with.

Dealing With An Incident

Whenever a bullying incident is discovered will go through a number of prearranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

1. The school need to be aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.

2. The school expects to support all involved by:

- Talking through the incident with bully and person bullied
- Helping the bully and victim to express their feelings
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends
- Use peer group pressure to actively discourage bullying
- Help children develop positive strategies and assertion skills to deal with bullying
- Seek advice from external Agencies where necessary

3. Sanctions may include:

- Time away from an activity within the classroom.
- Time out from the classroom.
- Missing break or another activity
- Formal letter home from the Senior member of staff expressing concerns, where the pattern of behaviour continues.
- Meeting with staff, parent and child.
- Detention after school
- Fixed-term exclusion
- Permanent exclusion

4. Parents (of both bully and person bullied) are informed of what has happened, and how it has been dealt with.

5. Child Protection procedures should always be followed when concerns arise.

Next Review Date: Feb 2010