

# TAWHID BOYS SCHOOL

## Anti-bullying Policy

### **Definition:**

*The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. (Anti-Bullying Alliance)*

"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 behaviour, 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. Bullying may also occur online (**cyberbullying**) through social media, messaging platforms, or other digital communication (Please see schools Online Safety Policy which forms part of safeguarding and welfare)

### **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, ethos, assemblies, routines and procedures, we are to ensure the aims of the policy are fully promoted to create a positive inclusive learning environment for all.

**“A True Muslim is one from Whose tongue and hands other Muslims stay safe”**  
**{Bukhari, Muslim}**

### **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. Emotional / 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/ Cyber Bullying

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

### **Safeguarding**

Bullying is a **safeguarding concern** and may be linked to:

- Peer-on-peer abuse
- Sexual harassment or violence
- Child-on-child exploitation
- Online harm

All concerns will be treated seriously and managed in line with the **Safeguarding (Child Protection) Policy**.

Additional support will be provided where needed, and external agencies may be involved.

## **Procedures**

The advice and strategies in the DfES document, 'Preventing and tackling bullying' (latest guidance) and the latest Keeping Children Safe in Education (KCSIE) Guidance together with best practice in safeguarding and behaviour forms part of the school's Anti Bullying Policy and must be followed together with the following procedures:

### **1. School**

The School will take all bullying incidents very seriously by;

- Supporting students affected
- Address behaviour through education and intervention
- Promote self-regulation and positive 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. Staff will also educate pupils through open discussions on differences between people that could motivate bullying such as religion, ethnicity, disabilities, gender or sexuality.

We expect staff will:

- Provide children with a framework of behaviour including class rules which support 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, use of language and attitude.
- Promote awareness of protected characteristics (Equality Act 2010)
- 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 on a termly basis the number of bullying incidents with a break down of the different types of bullying including homophobic bullying
- Support students in developing emotional regulation and resilience
- Pass on any concerns to the Form Tutor.
- Contact a key staff member who is responsible for the monitoring of the policy – School Behaviour Leads

Tutors will provide information on procedures of reporting bullying incidents to their tutees on an annual basis at the beginning of the new Term. (See Pupil Planner)

### **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 the school's approach
- Report concerns promptly
- Work in partnership with the school
- Engage in resolving issues

### **4. School Development Committee (SDC)**

We expect that SDC will:

- Monitor the policy
- Review bullying data regularly
- Support school leadership

The following reports will be provided to Governors on a termly basis in the Head teachers Report;

- Total number of bullying incidents per school for period
- Total number of incidents per year group for period
- Total number of exclusions fixed/permanent per period
- Total number of Unresolved incidents

## 5. Students

Students are expected to:

- Show respect and act responsibly
- Report concerns to a trusted adult
- Support peers
- Contribute through Student Council

Students can report concerns:

- Directly to staff
- Through school systems
- anonymously where available

## 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 system on Bromcom and to the Behaviour Leads

**The parents need to be informed of what has happened, and how it has been dealt with.**

### 2. Dealing with An Incident

Whenever a bullying incident is discovered we 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 will:

- Investigate thoroughly
- Listen to all parties
- Provide support to those affected
- Address behaviour appropriately

## Restorative Approach

Where appropriate:

- Students will reflect on their actions
- Repair harm through **restorative conversations/conferences**
- Rebuild relationships

## Support Strategies

- Emotional support
- Teaching coping and self-regulation strategies
- Peer support
- External agency involvement if required

### 3. Sanctions

Sanctions may include and will be in line with the School Behaviour Policy

- 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
- Internal exclusion
- Fixed-term exclusion
- Permanent exclusion

### 4. Parents

Parents of pupils involved are informed of what has happened, and how it has been dealt with.

### 5. Child Protection

Safeguarding procedures should always be followed when concerns arise.

#### Related Policies:

- **Safeguarding (Child Protection) Policy**
- **Behaviour Policy**
- **Online Safety Policy**
- **Pupil Code of Conduct**

#### Links to Guidance and further advice;

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

<https://www.gov.uk/bullying-at-school>

#### Preventing bullying including cyberbullying

[https://assets.publishing.service.gov.uk/media/62611456e90e07168ad2b1ea/Cyberbullying Advice for Headteachers and School Staff 121114.pdf](https://assets.publishing.service.gov.uk/media/62611456e90e07168ad2b1ea/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf)

[https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping children safe in education from 1 September 2025.pdf](https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping_children_safe_in_education_from_1_September_2025.pdf)

#### Advice for Parents on Cyber Bullying;

[https://assets.publishing.service.gov.uk/media/5a81638840f0b6230269709c/Advice for parents on cyberbullying.pdf](https://assets.publishing.service.gov.uk/media/5a81638840f0b6230269709c/Advice_for_parents_on_cyberbullying.pdf)

**Next Review Date: May 2027**