



Al Rabeeh School

Anti-bullying Policy

Reviewed and implemented 2022-2023

Further reviewed 2023 - 2024

Further reviewed August 2024

Anti-Bullying Policy

This policy is written in accordance with:

- “Preventing and Tackling Bullying” July 2017
- The Education and Inspection Act 2006
- The Education (Independent School Standards) Regulations 2014
- The Equality Act (2010)

Definition of Bullying:

‘The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.’ (The Anti-Bullying Alliance in Preventing and Tackling Bullying, Kidscape).

Bullying causes distress solely in order to give a feeling of power, status or other gratification to the bully.

A behaviour is considered bullying if:

- It is repetitive, wilful or persistent
- It is intentionally harmful, carried out by an individual or a group
- There is an imbalance of power leaving the bullied person feeling defenseless

Bullying categories:

Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development. It also can affect the child’s academics and hinder their performance. Bullying comes in several different forms:

- Physical (e.g. kicking, hitting, theft, threats)
- Verbal (e.g. name calling, persistent teasing, mocking, taunting, threats, racist remarks, text messages or through social network sites)
- Emotional (e.g. excluding from social groups, tormenting, ridiculing, humiliation, spreading rumours)

Bullying most commonly occurs because of a real or perceived ‘difference’ and can relate to race, disability, sexist behaviour and cyber-bullying. The potential for children with SEN and disabilities

to be disproportionately impacted by bullying is recognised and therefore additional support will be implemented as required.

Online or cyber-bullying can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Children who are bullied are more likely to:

- Have low self-esteem
- Develop depression or anxiety
- Become socially withdrawn, isolated and lonely
- Have lower academic achievement due to avoiding or becoming disengaged with school

All forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfill their potential. Not all acts of unkindness or physical hurt are bullying but all of these are investigated thoroughly and dealt with in line with the school behaviour policy when reported as it is our priority to ensure that all of our children feel heard, cared for, and safe.

Aims

- Bullying in any form is not to be tolerated. We will respond to and investigate all bullying claims including journeys to and from school, external trips, after school clubs and cyber bullying.
- All reports of bullying will be taken seriously and investigated fully. Appropriate measures will be taken to reassure and support the victim and modify the behaviour and attitude of the bully.

In dealing with all instances of unacceptable behaviour, including bullying, we aim to:

- Maintain an ethos which discourages bullying and unpleasant behaviour towards other students
- . Encourage all of our children to report bullying or other behaviours that affect their mental health and/or well-being
- . Ensure our children know what to do/who to talk to if they feel like they are being bullied
- Ensure that all our children are able to grow and develop in safety and be free from prejudice and discrimination
- Intervene by identifying and tackling bullying behaviour appropriately and promptly

- Deal with any incidents in a positive and sensitive way to avoid increasing distress felt by bullied students and to those children who are bullying
- Work closely with the parents of both parties, to help to deal with any incidents which arise

Strategies

When dealing with any problems we will use a variety of strategies which suit the situation and the children involved.

These include:

- Listen to children when concerns are raised and validate the way they feel
- Adopt a no-blame approach to encourage children to talk
- Involve parents; parents/carers are made aware of and consulted in all instances of bullying
- Increase vigilance of all adults involved with the children
- Provide support for the victim of the bullying; those who have been the victims of bullying are reassured and checked regularly to ensure that there have been no repercussions from the perpetrator
- When a child is deliberately aggressive, remove the child from the situation. Gradually, re-introduce the child to the environment, monitoring progress carefully
- Develop a form of behaviour modification reward system so that rewards are gained for good behaviour
- Members of staff routinely follow up all reported instances of bullying to ensure that the children concerned remain secure and confident.
- Staff are also alert to signs of a child who may be unhappy or anxious and make sure that any underlying cause is addressed.
- . Talk about bullying in gatherings such as assembly and special days when possible in order to spread awareness about what it is, and how the children can seek help/support

Procedures to be followed

Children will know who to talk to in the first instance; this will usually be the class teacher/form tutor, but it could also be:

- DSL
 - . Social Worker
 - . Another teacher known to them
- A learning support assistant
- A member of the senior leadership team

The incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern and be reported on MyConcern if need be. Depending on the severity of the issue, there will be an escalation process. We try to identify any bullying instances very early on so that they do not become more frequent or intolerable.

Appropriate support will be provided for the person being bullied. Staff will ensure they are not at risk of immediate harm and will involve them in any decision making, as appropriate. Numerous members of staff will be involved in protecting the victim to make sure they are feeling safe (for example: staff on duty, club staff, P.E staff, etc.).

The adult will talk to the ‘victim’ to ascertain:

- The nature of the problem and how they feel about it
- What the victim’s goals are and how they would like the problem resolved
- How the victim thinks they can help themselves

The DSL will be informed of all bullying issues where there are safeguarding concerns.

A member of the senior leadership team must be informed of any bullying incidents. If after investigation it is considered that bullying has occurred, the parents will be contacted for an initial consultation.

The class teacher will initiate programmes/exercises to raise the ‘victim’s’ self-esteem.

A member of the senior leadership team will speak to the bully and any witnesses and state factually what has been reported and logged. A discussion will then take place on the effect the bully’s actions are having on the victim. The children will be asked for their suggestions about how bullies can change their behaviour.

In liaison with the member of staff dealing with the problem, the class teacher/Social Worker will speak to the victim and bully separately one week later to ascertain progress. If the victim is satisfied that the matter has been completely resolved, then no further action needs to be taken. If the victim is not satisfied, the class teacher will monitor and log progress on a weekly basis until the problem is resolved.

A member of the senior leadership team will contact the parents of both the victim and the bully at an early stage so that the parents are fully aware of any incidents and can help to resolve the problem. Once the bullying has stopped, parents should also be made aware that the problem has been solved.

Further actions may include:

- Discussion of incidents followed by monitoring of future behaviour
- Completion/updating of an anti-bullying reported incident on MyConcern
- Break times and or lunch/times to be spent working with a senior member of staff
- Fixed term exclusion
- Permanent exclusion

Advice to be provided to parents

- Contact school immediately if you think your child is being bullied.
- Encourage your child to talk about it, but be patient as she or he may be distressed.
- Never approach the bully directly or involve an older child to deal with the bully. It is important that you work with us to deal with incidents.
- Stay calm but show that you are supportive and working with the school to solve the problem.
- Don't tell your child to fight back; this will only make matters worse.
- Avoid dwelling on sensitive issues and asking leading questions.
- Reassure your child that you are sympathetic and will do something about it.
- Explain that it happens to most people at some time or another.
- Try to help him or her to see the difficulty as a problem that can be solved.
- Ask your child if they can see ways of changing things.
- Talk to us about bullying and work with us to improve the situation. We are here to support your children.
- Help him or her to develop coping strategies.
- Help everyone to keep a sense of proportion in the situation.

Advice to be provided to children

Each term or when incidents occur, class teachers/form tutors will discuss bullying and reinforce the following strategies (taken from the Anti-Bullying Alliance 'I am being bullied' campaign):

1. Tell someone you trust as soon as you feel comfortable doing so/as soon as you can
2. Ask for help
3. Keep a record of what's happening
4. Don't retaliate
5. Surround yourself with people who make you feel good and leave situations you do not feel comfortable in
6. Don't blame yourself – it's NOT your fault
7. Be proud of who you are

What do you do if you know someone is being bullied?

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappy and alone.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with the bully. All staff will be proactive in using preventative measures.

These include:

- Well Being Curriculum sessions
- Circle time
- Social skills groups
- Focus, themed assemblies
- Counselling
- Enlisting support from parents.

Cyberbullying

Central to the School's anti-bullying policy should be the principle that 'bullying is always unacceptable' and that 'all students have a right not to be bullied'.

We therefore recognise that we must take note of bullying perpetrated outside school which spills over into the school day. We will respond to any cyber-bullying we become aware of carried out by students when they are away from the site.

Cyber-bullying is defined as “an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself.”

By cyber-bullying, we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile phones
- The use of mobile phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to message others
- Hijacking/cloning e-mail accounts
- Making threatening, abusive, defamatory or humiliating remarks in on-line forums.

If we become aware of any incidents of cyberbullying, we will need to consider each case individually as to any criminal act that may have been committed. Cyber-bullying may be at a level where it is criminal in character. It is unlawful to disseminate defamatory information in any media including internet sites. The school will pass on information to the police if it feels that it is appropriate or is required to do so, after the school Principal decides this.

Information will be provided to staff and pupils regarding steps they can take to protect themselves online. This may include:

- advising those targeted not to retaliate or reply
- providing advice on blocking or removing people from contact lists
- helping those involved to think carefully about what private information they may have in the public domain.

Summary

By embracing a whole school concept we ensure that everyone, students, parents, carers, teachers, support staff, governors, and outside agencies are brought together to develop a culture which openly disapproves of bullying.

Policy Review

This policy will be reviewed annually.

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