

## ANTI BULLYING POLICY

At Rida Boys' High School we do not tolerate bullying motivated by prejudice, for example, racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. We also do not tolerate the use of discriminatory or prejudicial behaviour, or the use of derogatory language.

We believe that all pupils have a right to attend and learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour and will not be tolerated.

Parents, students and staff are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

### What is Bullying?

School bullying is defined as deliberate and hurtful behaviour that takes place in schools. It can be:

- **Physical:** punching, kicking, hitting, spitting at, etc.
- **Verbal:** name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc. taunting, mocking, sarcasm, offensive or humiliating comments
- **Emotional:** threatening, tormenting, showing hostile and unfriendly behaviour, spreading hurtful and untruthful rumours, laughing and sniggering in an unkind way, giving dirty looks and hand gestures etc.
- **Exclusion:** A student can be bullied simply by being excluded from discussions/activities.
- **Damage to Property or Theft:** Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.
- **Cyber:** Misuse of all areas of Internet such as email, chat room etc.

Reasons for being a victim may be:

- Race/ religion/ culture
- Their name, the way they talk
- New student in school
- Student with a family crisis
- Disability or special educational needs
- Timid students who maybe on the edge or outside a group or won't stand up for themselves
- Appearance/ health conditions
- Sexual orientation / gender preference

Students who are being bullied may feel lonely, unhappy, unsafe, and frightened. They may develop stomach aches, nightmares, nervousness, and anxiety.

Reasons for being a bully may be:

- A victim of violence
- Bullied at home/ enjoyment of power/ creating fear
- Not allowed to show feelings
- Copying behaviour at home or on TV
- Unhappy
- Insecure
- Self-hating

### **What is NOT Bullying**

- Bullying is not the **odd occasion** of falling out with friends, arguments, calling of names or when an occasional trick or joke is played on someone.
- It is bullying if it is done several times on purpose.
- Students sometimes fall out or say things because they are upset. When occasionally, problems of this nature arise, it is **not** bullying.
- It is an important part of student's development to learn how to deal with friendship breakdown.

Students must be taught on how to deal with these situations and develop social skills to build up friendships.

### **What Can Students Do If They Are Being Bullied?**

Each term or when incidents occur, bullying will be discussed, and the following strategies will be reinforced:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong. Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "No!" Walk confidently away. Go straight to a member of staff.
- Fighting back may make things worse.
- Generally, it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

### **What do you do if you Know Someone Is Being Bullied?**

- Act! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappier and on their own.
- 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 a bully.

## **Signs and Symptoms**

A student may indicate by signs or behaviour that he or she is being bullied. Adults should investigate if a student:

- is unwilling to go to school
- begins truanting
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- 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 go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other students or siblings
- stops eating
- is afraid to use the internet
- bedwetting
- is frightened to say what's wrong

## **Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your students – i.e. reluctance to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your student's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your student may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously, and appropriate action will follow.
- If a student has bullied your student, please do not approach that student on the playground or involve an older student to deal with the bully. Please inform school immediately.
- It is important that you advise your student not to fight back. It can make matters worse!
- Tell your student that it is not their fault that they are being bullied and make sure your student is not afraid to ask for help.
- If you know your student is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

## **What Will the School Do?**

- Use any opportunity to discuss the appropriate way to behave towards each other. Including Islamic morals and characteristics.
- Encourage students to discuss how to get on with other people and form positive attitudes towards other people.
- Encourage students to treat everyone with respect.
- The staff will continue to have a firm but fair approach to behaviour management.
- Display posters in classrooms and corridors of Rules/Code of conduct. A list of rules will be decided by pupils themselves in a whole school activity/competition.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.

## Strategies for dealing with Bullying

If bullying is suspected and depending on the perceived seriousness of the situation, the following steps will be followed. We emphasise on a caring, listening approach as bullies are often victims too – that is why they bully.

1	Talk to the suspected victim, and any witnesses.
2	Identify the suspected bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Paradise Primary.
3	If the bully owns up, then sanctions procedures outlined in the Policy will be followed.
4	Incidents of bullying are recorded as such in the School Incident Log.
5	If the suspected bully does not own up, investigate further. If they are lying, continue with the procedure.
6	Inform parents if deemed necessary.
7	Continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded in the school Incident Log.

### The role of the Headteacher

It will be the responsibility of Headteacher to implement the school anti-bullying Strategy.

- Ensure that all staff (both teaching & non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying.
- Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- Headteacher will ensure that all students know that bullying is wrong, and that it is unacceptable behaviour. E.g. If an incident occurs, SMT can use assembly time to discuss with other students why this behaviour was wrong.
- Headteacher will ensure that all staff, including lunchtime staff, receives sufficient training to identify and deal with all incidents of bullying.

### The role of Governors

- GB will support Headteacher in all attempts to eliminate bullying. Bullying will not be condoned, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.
- GB will require Headteacher to keep accurate records of all incidents of bullying and the motivation of the incidents, and to report to the governors on request about the effectiveness of school anti-bullying strategies to ensure constant evaluation and fuel our restorative and preventative work.
- A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to consider the matter. The governing body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases the Chair will notify the Headteacher, and will ask them to investigate the case, and to report back to the Chair.

## **Strategies for the preventing and reducing of bullying**

Implement whole school initiatives and proactive teaching strategies to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Monitor the extent of bullying in the school and the effectiveness of the anti- bullying policy
- Produce a 'student friendly' version of the policy for the students
- Each year group agreeing on their own set of class rules
- Making national anti-bullying week a high-profile event each year
- Have regular assemblies on bullying
- Have class time on bullying issues
- Students producing pieces of work and encouraged to read stories about bullying and consequently have adult led group discussions.
- Using drama activities and role-plays to help students be more assertive and confident and teach them strategies to help them deal with bullying situations
- Display anti-bullying posters around prominent areas of the school
- Have a confidential complaint box in each classroom where students can write and post their concerns