



ANTI-BULLYING POLICY

Date of Last Review	November 2017
Date of Next Review	November 2018
Review period	1 Year

Anti-Bullying Policy

1. 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.

2. Rationale:

At Tayyibah each student has an equal right to be in a safe and secure environment without being treated unfairly or unequally. Every student of the school is a valued individual and must be treated with respect, integrity and tolerance.

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

3. Aims:

- a. To ensure that all students are able to learn and achieve.
- b. To challenge all behaviour that negatively impacts on learning and feelings of enjoyment and safety.
- c. To raise awareness of the consequences of bullying through all aspects of the curriculum
- d. To set out effective procedures for the action taken when bullying is reported and share these with all members of the School community
- e. To prevent bullying and promote positive relationships
- f. To challenge bullying that is racist, sexist or homophobic or of a cyber bullying nature
- g. To challenge bullying that targets individuals because they have particular disabilities, Special Educational Needs, have English as an Additional Language .

4. What is bullying?

Bullying in school can be broadly categorised into three types:

a. Physical Bullying:

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

b. Verbal Bullying:

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

c. Indirect Bullying:

Spreading rumours to promote hatred and isolation, writing or drawing offensive graffiti, taking friends away from someone or excluding someone from the group.

d. Cyber Bullying

Sending abusive text messages or e-mails to someone or a group, posting abusive messages on social network sites (like Facebook) , spreading rumours or making threats on social network sites (like Facebook) , posting pictures or information about someone on the internet to promote hatred and isolation and to humiliate and hurt.

5. Tayyibah Anti Bullying Code

1. We feel learning takes place best in a co-operative, secure and bully-free environment.
2. Everyone has the right to learn without fear, in an atmosphere where each person can fulfil her own potential.
3. Bullying is an abuse of a person's rights and at Tayyibah Girls School everyone is of equal value.
4. Our School will not tolerate any action which shows a lack of respect for any individual (student, parent or staff)
5. We will support the victim and help the bully/perpetrators.
6. All members of the School should support our policy by reporting bullying – bullying is too important not to report.
7. **Bullying will not be ignored!**

(This code will be framed within the Class Pledge and is displayed in all classrooms around the School.)

6. Procedures

a. School

The School will take bullying very seriously by;

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

b. 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 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 and attitude.
- Raise awareness of bullying through tutorial work, assemblies, student council, PSHCE, Islamic Studies, Citizenship and other curriculum areas.
- Through the Headteacher, keep the governing body well informed regarding issues concerning behaviour management.
- Pass on any concerns to the Form Tutor.
- Contact a key staff member who is responsible for the monitoring of the policy – Head Pastoral, (Mrs Zahida Hakim)

c. 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

d. Governing Body (Education & Ethos Committees)

We expect that the Governing Body will:

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

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

e. 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
- 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 WILL be taken against bullying.
- Impero software is being used for students to report issues of concern.

7. Reacting to a specific incident

a. 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 (Spiritual Lead – Sr Z Hakim).

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

b. 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.

- i. 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.
- ii. 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
- iii. 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
- iv. Parents (of both bully and person bullied) are informed of what has happened, and how it has been dealt with.
- v. Child Protection procedures should always be followed when concerns arise.

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Tayyibah Girls School

Anti-bullying Week - Class Pledge

We, the students and staff at Tayyibah Girls School, promise that we will not take any actions or say or write any words that we know will hurt or upset others.

We also promise to report all bullying to a teacher or adult in the School in the knowledge that they will take action to support the victim and deal with the bully in the best way possible to make the bullying stop.

We show our commitment to this pledge by signing our names below and behaving in a way that is kind, polite and respectful to others.

Signed by students and staff in

'TGS united against bullying'

