



Anti-bullying Policy

Introduction

Bullying is any action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

In Almalja Montessori School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secured atmosphere. Bullying of any kind is unacceptable and if bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school; this means that *anyone* who knows that bullying is happening is expected to tell the staff.

1. What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Physical: - pushing, kicking, hitting, punching or any use of violence against another person
- Racist: - racial taunts, graffiti, gestures
- Verbal: - name-calling, sarcasm, taunting, threatening, spreading rumours, teasing

2. Why Do People Bully?

One study indicates that bullies tend to be bullied by their own family, so they may observe and mimic aggressive or angry behaviour.

Other reasons may include that they are:

- Lashing out for attention due to lack of attention at home or elsewhere
- Being bullied by their older siblings or adults in their lives (parent, teacher, coach, etc.)
- Elevating their own social status among their peers
- Trying to fit in with others who are bullying
- Insecure, feeling incompetent, or experiencing poor self-esteem

Bullies may feel emotional relief from their own insecurity by dominating others.

Bullies often blame others and don't accept the consequences of their actions.

3. Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

- To foster a school culture where respect, kindness, and inclusion are promoted, and bullying and harassment are not tolerated.
- To ensure that all members of the school community are protected from bullying and harassment and feel safe in the school environment.
- To provide clear procedures for reporting, investigating, and addressing incidents of bullying and harassment.
- To offer support and resources to victims of bullying and harassment and to those who have been found in violation of the policy.

As a school, we take bullying seriously. Bullying will not be tolerated, pupils and parents should be assured that they will be supported when bullying is reported.

3. Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school
- Changes their usual routine
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Begins to do poorly in school work
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings

- Is frightened to say what's wrong

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

4. Identifying and reporting bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

- Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. The staff and members of the school community will be alerted to the signs of bullying and act promptly in accordance with this policy.
- Pupils who are bullying others also need support to help them understand and change their behaviour.
- All pupils will be encouraged to report bullying by talking to a member of staff of their choice
- Parents will be encouraged to report concerns about bullying and to support the school in tackling it.
- The school also provides a method for students and staff to report bullying or harassment anonymously if they are uncomfortable reporting directly.

5. Responding to bullying

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded and given to the head teacher.
- The head teacher will interview everyone involved and keep a detailed record.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside school, any other relevant staff or community members will be informed and actions taken immediately.
- Punitive measures will be used as appropriate and in consultation with all parties the involved.

Staff: staff who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a board member of their choice.
- providing reassurance that the bullying will be addressed
- offering continuous support
- restoring self-esteem and confidence
- the use of specialist interventions and/or referrals to other agencies e.g., educational psychology, where appropriate

The following disciplinary steps can be taken:

- official warnings to cease bullying
 - detention
 - exclusion from certain areas of school premises
- 1) The bully (bullies) may be asked to genuinely apologize. Other consequences may take place.
 - 2) In serious cases, suspension or even exclusion will be considered

3) If possible, the pupils will be reconciled.

4) After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

6. Prevention

We will use several methods to prevent bullying. As and when appropriate, these may include:

- Signing a behaviour contract
- Reading stories about bullying or having them read to a class or assembly.
- Making up role-plays (or using role-plays).
- Having discussions about bullying and why it matters.

Preventative measures

The school will:

- Raise awareness of the nature of bullying through inclusion in Islamic Studies, PHE, co-curricular time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- Seek to develop links with the wider community that will support inclusive anti-bullying education.

7 The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in the school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

8 The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and all that they are aware of in the school.

- All school staff will receive training on how to recognize, prevent, and respond to bullying and harassment.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied.
- If teachers become aware of any bullying taking place between members of a class, they will deal with the issue immediately. This may involve counselling and support for the victim of the bullying.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising,

rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

9. The role of parents

Parents who are concerned that their child might have been bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. Most concerns about bullying will be resolved through discussion between home and school.
- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

Referral of the family to external support agencies will be made where appropriate.

10. Promotion and Monitoring

The policy and methods for reporting bullying concerns will be promoted throughout the school.

This policy will be monitored on a day-to-day basis by the class teacher who reports to the head teacher about the effectiveness of the policy on request.