

ANTI-BULLYING POLICY

THE ETHOS OF IQRA ACADEMY

IQRA means 'Read '

Improvement

Quality

Respect

Achievement

Policy Statement

All children and young people at Iqra Academy are entitled to learn in a safe and supportive environment. This means they should be free from all forms of bullying behaviour. Our anti-bullying policy outlines how instances of bullying will be dealt with by the academy and strategies put in place to prevent occurrences of bullying. These strategies, such as learning about tolerance and difference as part of the academy's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the academy.

The Education and Inspections Act 2006 outlines a number of legal obligations regarding the academy's responses to bullying. Under s.89, our academy must have measures in place encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the academy's behaviour policy which must be communicated to all pupils, academy staff and parents.

All staff, parents/carers and pupils will work together to prevent and reduce any instances of bullying at our academy. There will be a zero tolerance policy in place at Iqra Academy.

Key Responsibilities

The Governing Body must:

- Ratify the Anti-Bullying Policy
- Evaluate and review the anti-bullying policy, and will ensure that it is non-discriminatory
- Receive an annual report from the Principal on any incidents of bullying within Academy

The SLT will:

- Review and amend the policy, using staff experience of dealing with bullying incidents in the previous year to improve procedures and taking account of new legislation and government guidance.
- The Principal will keep a record of all reported incidents and provide appropriate training for staff members.

Class Teachers must:

- Be alert to social dynamics in their class and available for pupils who wish to report bullying. Provide follow-up support following bullying incidents.
- Meet with parents where necessary to discuss bullying matters.
- Provide a point of contact when more serious bullying incidents occur.
- Advise pupils to retain all evidence of cyber-bullying as evidence.

All Academy staff must:

- Be alert to possible harassment of pupils and deal with incidents of bullying as the highest priority.
- Treat reports of bullying very seriously.

- Not ignore suspected bullying.
- Challenge unpleasantness by one pupil towards another and never ignored.
- Take action immediately. This applies to all staff, not only teaching staff.
- Respect pupils' privacy and information about specific instances of bullying will not be discussed with others, unless in a setting the victim gives consent to.
- Follow-up support will be given to both the victim and bully in the months following any incidents to ensure all bullying has stopped.

Parent/Carers must:

- Inform their child's class teacher if they are concerned that their child may be being bullied/involved in bullying.

Pupils must:

- Inform a staff member if they witness bullying, or are a victim of bullying.
- Walk away from any dangerous situations and avoid involving other pupils in incidents.
- Not respond to bullying by making counter-threats
- Retain all evidence of cyber-bullying as evidence.

What is bullying?

Bullying is persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another. It is often difficult for a victim to defend themselves against bullying.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs but frequent and happen over a period of time.
- Intent: The perpetrator means to cause verbal, physical, or emotional harm. It is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power Imbalance: Whether real or perceived, bullying is generally based on unequal power relations.
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What does bullying look/sound like?

Many different kinds of behaviours can be considered bullying. Bullying can be related to almost anything. Teasing another pupil because of their appearance / religion / ethnicity / gender / sexual-orientation / home life / culture / disability or special educational needs are all just some of the types of bullying which can occur.

- **Verbal** – name calling, mimicry, teasing, insulting, spreading rumours, swearing, making threats.
- **Physical** – any unwanted or inappropriate touching, physical intimidation, hitting, pushing, kicking, pinching, poking, damaging or taking of belongings, deliberate pushing and shoving, threats of violence and extortion.
- **Emotional** – spreading rumours, deliberate exclusion from groups, tormenting, ridiculing, isolating, refusing to work with another pupil, revealing personal information, threatening, inciting or coercing others to treat an individual in a manner that could be considered bullying.
- **Cyber** – threats and intimidation, harassment/'cyber-stalking', defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images. (It can include messages intended as jokes, but which have a harmful or upsetting effect.)

Legal issues related to bullying

Under the Equality Act 2010 and the Equality Duty (5 April 2011), the academy has a responsibility to: eliminate unlawful discrimination, harassment, victimisation and any other

conduct prohibited by the Act; advance equality of opportunity between people who share a protected characteristic and people who do not share it; foster good relations between people who share a protected characteristic and people who do not share it.

Under the Human Rights Act (HRA) 1998, academies could have charges brought against them if they allow the rights of children and young people at their academy to be breached by failing to take bullying seriously. The National Association of Head Teachers has acknowledged this, adding to their guidelines that headteachers must 'satisfy themselves' that their academy's anti-bullying policy complies with the HRA 1998. Headteachers cannot do this without fully involving their teaching staff.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications could be considered criminal offences:

Under the Malicious Communications Act it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

s. 127 of the Communications Act 2003 makes it an offence to send, by public means of a public electronic communications network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information in any media including internet sites.

Other forms of bullying which are illegal and should be reported to police include: violence or assault, theft, repeated harassment or intimidation and hate crimes.

Prevention

- Staff will encourage pupil co-operation and the development of interpersonal skills through the use of group work and pair work.
- Bullying should be discussed as part of the curriculum and diversity, difference and respect for others should be promoted and celebrated through various lessons.
- Changing and organising seating arrangements in class can help to prevent instances of bullying.
- Potential victims of bullying should be drawn into working groups with children who do not abuse or take advantage of them.
- Opportunities to extend friendship groups and interactive skills will be provided through participation in special events (for example, drama productions, sporting activities, cultural groups.)
- All members of the academy community should be made aware of the academy's bullying policies.
- All staff members should have received some training on identifying and dealing with bullying.
- A safe, supervised place, will be made available for pupils to go at lunch if they are involved in conflict with their peers or wish to avoid a bully.

Procedures for dealing with bullying

If a suspected incident of bullying is reported to a member of staff, the procedure is that:

- The class teacher/teacher on duty should listen to the concern and take the incident seriously
- Investigate the incident calmly; an emotional response may add to the bully's 'fun'
- Talk to all the pupils who were involved in, or witnessed the incident, collectively and/or individually
- Discuss the matter, if it is sufficiently serious, with Principal/Vice Principal
- All incidents are recorded in an incident report file for each year group.

When it is clear exactly what has happened, take appropriate action as quickly as possible and be seen to act, as silence and secrecy nurture bullying. This may include:

- Making it plain to the bully that their behaviour is unacceptable and encourage them to see the recipient's point of view
- Applying clear and appropriate sanctions
- Supporting the recipient, reassure, advise, promote confidence, self-esteem and encourage appropriate assertive behaviour
- Informing and discussing serious incidents with both sets of parents
- Recording all incidents of bullying
- Supporting the bully in controlling their aggression and in dealing with their own difficulties, this might have lead to the bullying
- Following up all incidents of bullying to ensure that there are no repercussions for the recipient
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Bullying outside of the academy

Teachers have the power to discipline pupils for misbehaving outside the academy premises. This can relate to any bullying incidents occurring anywhere off the academy premises, such as on academy or public transport, outside the local shops, or in a town or village centre.

Where bullying outside the academy is reported to academy staff, it should be investigated and acted on. In all cases of misbehaviour or bullying, the teacher can only discipline the pupil on academy premises or elsewhere when the pupil is under the lawful control of the staff member.

Principals have a specific statutory power to discipline pupils for poor behaviour outside of the academy premises. Section 89(5) of the Education and Inspections Act 2006 gives Principals the power to regulate pupils' conduct when they are not on the academy premises and therefore not under the lawful charge of an academy staff member.

The Principal should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Declaration of Responsibility

This Anti-Bullying Policy was reviewed and formally adopted by Iqra Academy on

..... Date

..... Signed Named Governor

..... Signed Principal