



**ORCHARD PRIMARY SCHOOL**  
*My Lord! Increase me in knowledge (20:114)*

## **ANTI-BULLYING POLICY**

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### **Approved and adopted by Orchard School Governing Body**

This policy has been approved by the Governing Body as an appendix to the behaviour policy.  
(November 2015)

**Next Review Date:** November 2017

**Staff Coordinator of Anti-bullying:** Mr K. Umekwe (Assistant Headteacher)

**Governor with Responsibility for Anti-bullying:** Ms A. Hatt

**Headteacher:** Mr H. Randeree

Muhammed sallal-laahu alayhu wasallam said

*“The dearest to me amongst you is he who is the best of you in conduct”. Bukhari*

*“The heaviest thing which will be placed on the scale of a believer on the Resurrection day will be good conduct”. Tirmizi*

*“I have been sent to complete (the teaching of) good manners”. Muwatta*

*“Among the Muslims the most perfect as regards his faith, is one whose character is excellent”. Tirmizi*

### **Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is against Islamic values and principles and is unacceptable at our school.

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.

### **School definition of Bullying**

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time, so it happens several times and on purpose. (S.T.O.P *Several, Times, On Purpose*)  
...and it is very difficult for the victims to defend themselves.  
At Orchard we encourage pupils to report any such behaviour.

#### **What is bullying?**

- Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.
- Bullying is repeated over time.
- Bullying makes those being bullied feel powerless to defend themselves.

#### **Why are we against bullying?**

##### **Orchard School community believe that...**

- everyone has the right to feel welcome, secure and happy
- we should treat everyone with consideration
- if bullying happens it will be dealt with quickly and effectively
- it is important to tell someone and equally important that we respond as everyone has the right to be respected and treated with equal consideration.

Bullying of any kind is unacceptable at our school. Bullying taking place outside of school should be reported to the school when it takes place on a pupil's journey to and from school and involves pupils attending the same school.

#### **What types of bullying are there?**

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chat room misuse).

Mobile threats by text messaging and calls. Misuse of associated technology ie: camera and Video facilities including those on mobile phones.

- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

### **What are the signs and symptoms of bullying?**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is unwilling to go to school (school phobic)
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has items/money continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber-message is received
- Gives improbable excuses for their behaviour

### **What causes Bullying?**

People bully for different reasons. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

### **How can we prevent Bullying?**

At Orchard we work by the motto of treating others how we would like to be treated - in line with the prophetic hadith:

*'None of you truly believes until he loves for his brother what he loves for himself.'*

As such then, we teach pupils that we have collective responsibility of encouraging good and avoiding bad and harm. The anti-bullying theme is therefore to raise awareness of and encourage children and adults to challenge bullying in a positive manner.

- We promote positive friendship and use the House System to encourage pupils to treat others well.
- Our behaviour system focuses on promoting positivity – using the idea that we are all expected to take ownership of and be positive in our behaviour.
- We run themed assemblies covering aspects which would promote positive engagement and how to avoid the practices of bullying.
- We run anti-bullying week annually – raising awareness – so that pupils know the nature of bullying.
- Surveys conducted to capture views on the how effective the school manages its anti-bullying strategy.
- Pupils are given regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence through various workshops and PHSE lessons.
- The theme of how to treat others is a key strand of our Islamic Studies' lessons – focusing on respecting the rights of others.
- Any incidents are treated seriously and dealt with immediately.
- Staff are made aware of steps they can take if they feel they are victims of bullying.

### **Promotion of Anti-Bullying activities**

- The school recognises and takes part in national Anti-Bullying week activities.
- Pupils engage in a range of activities, including writing poetry, drama, debating, artwork and discussions. Children's work is displayed in the school and in the playground as a reminder that bullying is not an acceptable form of behaviour. Work displays offers pupils alternative behaviour as well as reminding them how to respond to bullying.

### **Creating a safe playground environment**

The school is aware that the playground is an area where children may feel vulnerable and at risk of being bullied. Staff are trained to respond appropriately to any child reporting an incident of bullying.

### **Advice to staff receiving a disclosure of bullying**

When following up, staff should:

- Listen carefully
- Do not jump to conclusion – be prepared to listen to all concerned
- Find as many witnesses as possible
- Always make sure follow up action is taken

A pupil reporting a bullying incident should never be ignored. Time and space to listen should be given as soon as possible. The person receiving the disclosure has a professional duty to ensure the complaint is investigated and resolved. This will involve conducting initial investigations and making sure the 'victim' knows something is being done. Records of what has been said should be made and passed to staff members who can take further action if necessary. The aim is to ensure that 'victims' feel confident that they are listened to, as well as being supported and that the bullying stops. A log will be kept of all reported bullying incidents showing what follow up action has been taken.

### **Anti-bullying and links to other policies**

- This policy is to be read in conjunction with the **Safeguarding Policy, Behaviour Policy, Equality Policy.**

## **Taking action against bullying**

### **What can children do if they or someone they know is being bullied?**

If a child feels that they are being bullied or sees someone else being bullied then there are several things they can do:

- o Tell a friend
- o Tell a School Council representative
- o Tell a member of staff in school – take a friend with you if you want
- o Tell a parent or adult at home whom you feel you can trust
- o Discuss it as part of your Circle Time
- o Don't blame yourself for what is happening

### **What can parents do?**

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should follow these actions:

- o Listen to their child with an open mind and try to collect all the facts – is it bullying or friendship problems, which may resolve naturally?
- o Be sensitive to the child's feelings letting them speak for themselves
- o Contact the school as soon as possible
- o Be prepared to work with the school
- o Encourage your child to talk to an adult in school if further incidents occur
- o Support the school's anti-bullying policy
- o Discuss the anti-bullying policy with your child
- o If parents feel their concerns aren't being addressed they should talk to the head teacher

### **NB – Parents should not:**

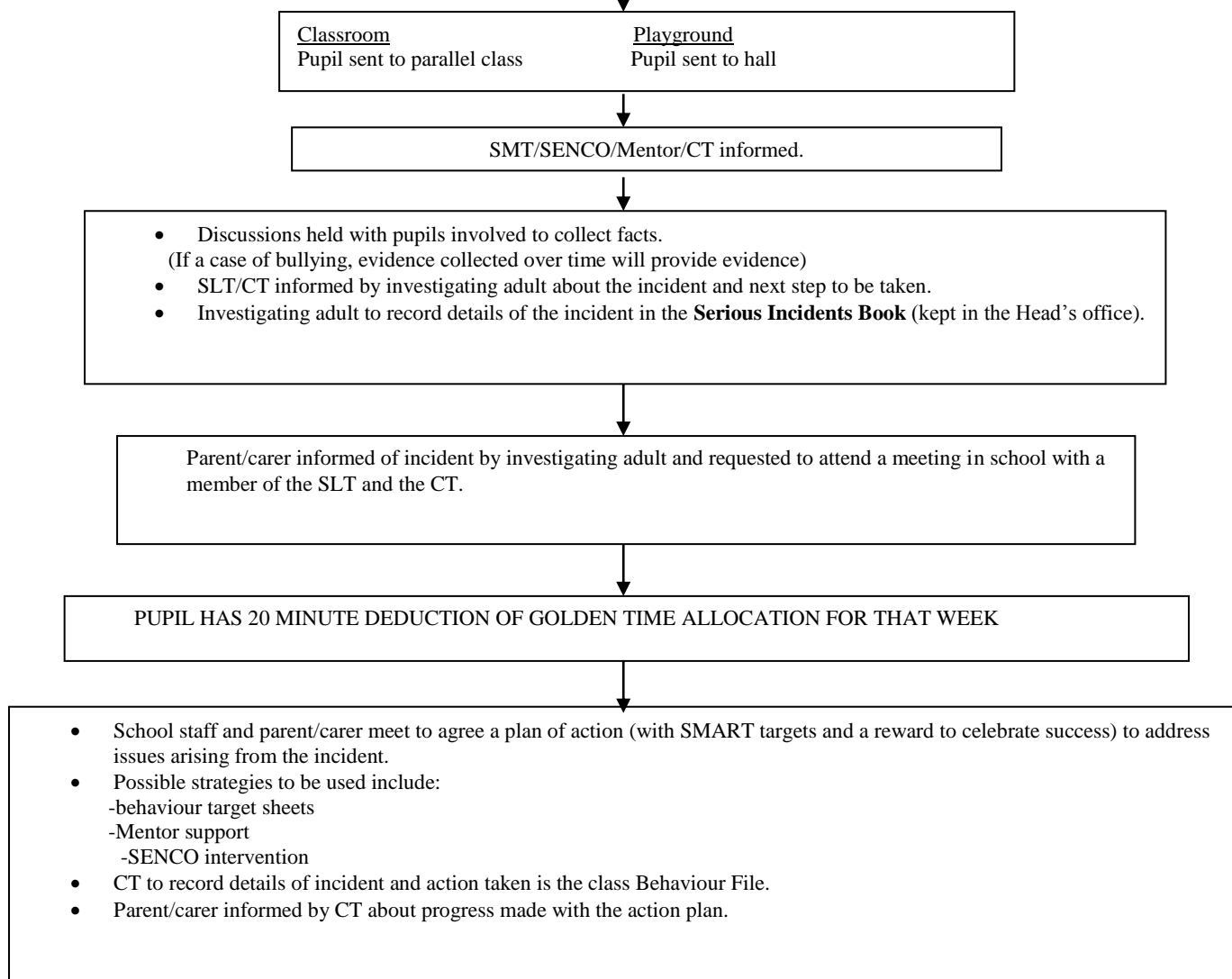
- o Attempt to sort out the problem themselves by speaking to the alleged bully or their parents
- o Encourage their child to be 'a bully' back

## APPENDIX 1

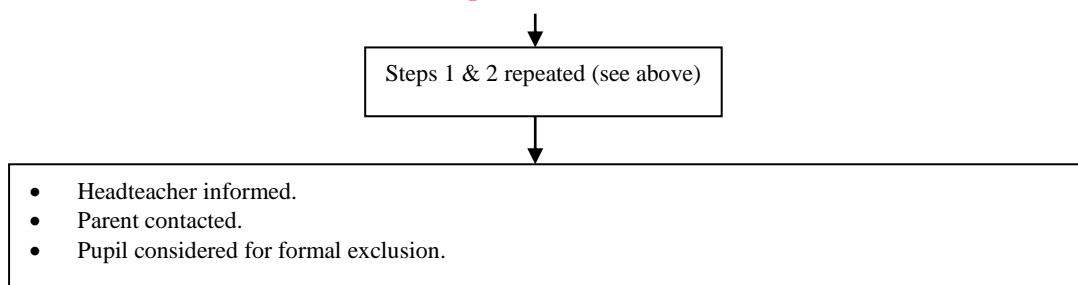
### SERIOUS INCIDENTS

Bullying, racist comments, fighting, running out of school, very violent/dangerous/damaging behaviour (e.g. throwing furniture), refusal to cooperate (creating a danger), stealing/damaging other children's or school property, bringing dangerous objects into school.

#### Incident 1



#### Repeat incident



Some types of serious incidents will lead directly to a fixed term exclusion (to be decided by the Headteacher) in line with Lambeth CYPS guidelines.

## APPENDIX 2

### Support Agencies:

<b>Advisory Centre for Education (ACE)</b>	0808 800 5793
<b>Youth Access</b>	020 8772 9900
<b>Bullying Online</b>	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
<b>KIDSCAPE Parents Helpline (Mon-Fri, 10-4)</b>	0845 1 205 204 or 02077303300
Kidscape website	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a> (support, links and advice)

**Childline** –advice and stories from children who have survived bullying 08000 1111

**Bullying on line** - [www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)  
08088002222

### Useful sources of information

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Chatdanger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)