Anti-Bullying Policy

Bullying is defined as the 'behaviour of an individual or group, repeated over time, that deliberately harms another individual or group physically and/or emotionally' (DfE, 2017, p.8).
Bullying can take many forms but the main types are:

- Physical
- Emotional
- Neglect
- Sexual
- Cyberbullying

<div align="right">(DfE, 'Preventing and Tackling Bullying', 2017)</div>

Every student at Jamiatul Uloom Al Islamia has the right to enjoy his learning and leisure time free of discrimination, intimidation and neglect and is protected under the Equality Act 2010. The system of pastoral care within our school aims to foster consideration and respect for others, developing personal confidence and emotional resilience, the ability to communicate and to work effectively with others by encouraging participation and acceptance.

The staff at Jamiatul Uloom Al Islamia are committed to working with students and parents to ensure that students treat each other with respect in promoting positive attitudes, tolerance and encouraging courteous behaviour.

There is always the potential for bullying to take place within and out of the school environment and if it does, it is important that all parties understand that the school takes this form of behaviour very seriously and that students, parents and staff have a clear understanding of what to do and who to contact following an incident involving bullying.

It is important that any incidents are dealt with as soon as possible and in accordance with the school's policies and procedures.

Prevention

To minimise the incidents of bullying, the following needs to be evident in school:

- An awareness that bullying could exist and vigilant observation for signs of it by everyone in school
- A curriculum that actively encourages support and respect for others, understand signs of bullying taking place and what right actions to take
- An atmosphere in which it is difficult for bullying to take place
- A strong pastoral system supported by SLT, which also includes student councillors so that each pupil is able to get advice and support from

- Clear guidelines and expectations for how pupils show behave in the classroom and move around the school
- Procedures for break and lunch time supervision in corridors, playground and other communal areas
- A set of guidelines and procedures for dealing with incidents of bullying
- Ongoing training and CPD for staff to equip them with the knowledge and skills to identify and deal with incidents of bullying appropriately

Intervention - Procedures for dealing with cases of bullying

1. An incident of bullying should be brought to the attention of the KS3 Pastoral Lead (**Mufti Waheedur Rahman**) and KS4 Lead (**Saleh Ahmed**).

2. The KS3/KS4 Pastoral Lead will investigate the incident with the victim to ascertain the circumstances leading up to the incident, as well as the emotional, psychological and/or physical effects that the bullying may have caused. **If the incident is a safeguarding concern, the Pastoral Lead should liaise with the designated Child Protection Officer and follow the school's Child Protection Policy.**

3. The KS3/KS4 Pastoral Lead will organise a meeting with other students as required, to obtain further information about the incident and to discuss the incident in order to raise awareness about the effect of the bullying has had on the victim.

4. The KS3/KS4 Pastoral Lead will explore potential solutions as to how the incident should be dealt with, with the students concerned and support the victim(s) through internal and external agencies. It is important to notify the parents of the individuals involved within 24 hours of the incident and provide advice and support to ensure that effective resolutions are in place to help both the victim and the perpetrator.

5. After the KS3/KS4 Pastoral Lead has formulated and instigated a plan of action with all concerned in the incident, an opportunity to review progress should be made, assessing and evaluating any impacts being made to resolve the incident.

6. Any parent whose child is subjected to bullying should report the incident to a member of staff. Any action taken by the school does not pre-empt a parent's right to make a direct complaint to the police.

7. Any parent who is not satisfied with the action taken by the school in dealing with bullying matters should indicate their dissatisfaction with explanations, in writing, to the Headteacher.

Bullying outside school premises

Staff have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable" (Behaviour and discipline in schools, DfE, 2016). This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or city centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

In all cases of misbehaviour or bullying, the member of staff can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Action to sustain an effective policy

Staff will:

• be watchful and observe the different relationships that take place between pupils in and out of class;
• keep accurate records of any bullying incidents and take action as appropriate;
• discuss with the KS3/KS4 Pastoral Lead of any potential problems or trigger factors;
• undergo any relevant training on Bullying/Anti-Bullying to develop and consolidate their skills and knowledge when dealing with incidents of bullying.

This Policy is for all of our school community. If it is to be effective, everyone must understand and implement it with confidence and consistency.
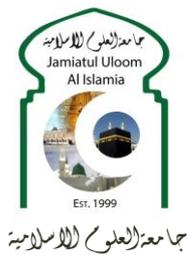
Advice for parents and carers on cyberbullying

Who is this advice for?

This advice is for parents and carers about cyberbullying. It provides advice and information about how they can protect their child from cyberbullying and how to tackle it if it happens.

Overview

Cyberbullying is bullying that takes place using technology. Whether on social media sites, through a mobile phone, or gaming sites, the effects can be devastating for the young person involved. There are ways to help prevent a child from being cyberbullied and to help them cope and stop the bullying if it does happen.

Parents and carers need to be aware that most children have been involved in cyberbullying in some way, either as a victim, perpetrator, or bystander. By its very nature, cyberbullying tends to involve a number of online bystanders and can quickly spiral out of control. Children and young people who bully others online do not need to be physically stronger and their methods can often be hidden and subtle.

Cyberbullying can also involve adults; even though technology has provided wonderful opportunities for both teaching and learning, it has led to some teachers becoming the victims of internet messaging that undermines or ridicules them. It is important that parents make clear that this is not acceptable behaviour and lead by example. What was once a conversation at the school gate between small groups of parents and carers can now become a conversation with perhaps hundreds of "friends" on social networking sites, permanent, with a large audience, and easily shared. Whilst parents and carers have the right to be critical of decisions made by schools, or even individual staff members, they should raise concerns in an appropriate way and not become abusive, or libellous. Open conversations on social networking sites are not private and can easily be reported to school staff, even if it was not the intention to share their views directly.

Social networking

Young people routinely access social media and much of their social lives are online. This can create a false sense of security; for example, chatting online feels different from chatting face to face. It can be easier to say and reveal things that wouldn't be said face to face; be cruel, aggressive or flirtatious. It is important for young people to remember that there are offline consequences to online behaviour.

Comments intended to be funny can often be misinterpreted online whereas if said face to face they could be acceptable as facial expressions, body

language, tone of voice and context all help to ensure that comments are taken the right way. This is not the case online. We also know that increasingly younger children are signing up to social network sites and may not have the maturity to handle their online identity in a safe and responsible way.

Social networking can increase existing social pressures and reinforce a sense of isolation; for instance, by people purposefully not liking a young person's status update or photo so they seem unpopular, or by excluding them from group chats. Online bullying often involves a large audience and this increases the pressure.

Parents and carers need to understand the way young people communicate with others, and the potential risks. Asking their child simply not to use technology is not a realistic way to prevent or react to cyberbullying. Internet Matters provides an overview of cyber-bullying in more detail and NSPCC - bullying and cyberbullying prevention.

Parents and carers have a challenging job. They need to know what their children are doing online and also help them to do it in a safe way. With technology changing on a day-to-day basis, the best way to stay informed is for parents to be involved. Thinkuknow provides helpful tips on letting your child teach you.

Set boundaries

A good way to supervise children's internet access and set boundaries about what they can and cannot do online is to create an agreement with them. If a child breaks the rules, restrict internet access for an agreed period of time. Thinkuknow provides helpful tips on agreeing and setting boundaries

Ensure you use the privacy settings, parental controls and built in internet safety features provided by the major internet service providers. The UK Safer Internet Centre has guides for parental controls for parents and carers experiencing any internet safety issues with their children. The Parent Zone provides a national helpline service at - help@theparentzone.co.uk and The Parent Zone - help

Being involved and talking to children

Social Networks have a minimum age restriction, usually age thirteen. Parents should talk to their children about the reasons behind the age restriction as they are there for a reason. Accessing such sites too early can expose children to unnecessary bullying.

It is also very important to ensure children and young people feel comfortable about telling their parents things that have happened online. Talking to their children will help parents to understand the ways in which they are using the internet, social media and their mobile phone. Talking to children about responsible behaviour is important as sometimes children who are victims of cyberbullying may also be involved in cyberbullying others. Ensure they know they can go and talk to an adult or parent if they are being bullied and need support. How parents talk to their children will depend on their age. Childnet

gives more detailed information about talking to your child and <ins>Antibullying Pro</ins> provides practical advice for parents

Advice for children

The following are some things that parents may wish to consider teaching their children about using the internet safely:

- Make sure you use the privacy settings.
- Always respect others – be careful what you say online.
- Be careful what pictures or videos you upload. Once a picture is shared online it cannot be taken back.
- Only add people you know and trust to friends/followers lists online. When talking to strangers, keep your personal information safe and location hidden.
- Treat your password like your toothbrush – keep it to yourself and change it regularly.
- Block the bully – learn how to block or report someone who is behaving badly.
- Do not retaliate or reply to offending e-mails, text messages or online conversations.
- Save the evidence. Always keep a copy of offending e-mails, text messages or a screen grab of online conversations and pass to a parent, a carer or a teacher.
- Make sure you tell an adult you trust, for example, a parent, a carer, a teacher, or the KS3/KS4 Pastoral Lead or call a helpline like <ins>Childline</ins> on <ins>0800 11 11</ins> in confidence.
- Most social media services and other sites have a button you can click on to report bullying. Doing this can prevent a bully from targeting you and others in the future. Many services take bullying seriously and will either warn the individual or eliminate his or her account.
- While you are on your mobile phone make sure you also pay attention to your surroundings.

Possible signs of cyberbullying

It is not always easy to spot the signs of cyberbullying as it can happen all the time, which is a feature that makes it different from other forms of bullying. Be alert to a change in your child's behaviour, for example:

- Being upset after using the internet or their mobile phone.
- Unwilling to talk or secretive about their online activities and mobile phone use.
- Spending much more or much less time texting, gaming or using social media.
- Many new phone numbers, texts or e-mail addresses show up on their mobile phone, laptop or tablet.
- After texting or being online they may seem withdrawn, upset or outraged.
- Not wanting to go to school and/or avoiding meeting friends and school mates.
- Avoiding formerly enjoyable social situations.

What to do if you suspect a child is being cyberbullied

If you suspect a child or young person is being harassed or bullied either over the internet or via mobile phone, ask them to give you details. If your child tells you that someone is bothering them online, take it seriously. Offer practical as well as emotional support. Print out the evidence for future reference. Talk to a teacher at your child's school if other pupils at the schools are involved. The Parent Zone – Top tips if your child is being bullied

Support for children who are bullied

School staff should support all pupils who are bullied and develop strategies to prevent bullying from happening. Children and young people who have been a victim of images or videos of a sexual nature being uploaded and shared will be particularly vulnerable and in need of support to return to school. To help schools support pupils who are severely affected by bullying the Department has produced advice for schools, available at: Preventing Bullying

Cyberbullying on social networks can be upsetting and really knock their confidence. Childline has produced guidance for young people on building their confidence after online bullying available at: Childline - Building confidence after online bullying

It is also important to involve your child in resolving the issues as this can help to strengthen their self-confidence and restore a sense of emotional safety.

The Anti-Bullying Alliance has helpfully put together a fact sheet outlining the range of support that is available to schools, parents, carers and young people from the anti-bullying sector advice and support from the anti-bullying sector

Facebook has produced a support sheet Empowering Parents and Families which gives guidance on what to do if your child is being bullied.

Useful Resources

Getting offensive content taken down

If online content is upsetting and inappropriate, and the person or people responsible are known, you need to ensure they understand why the material is unacceptable or offensive and request they remove it.

If the person responsible has not been identified, or refuses to take down the material you should contact the social networking site directly to make a report and request the content is taken down. The material posted may be in breach of the service provider's terms and conditions of use and can therefore be removed.
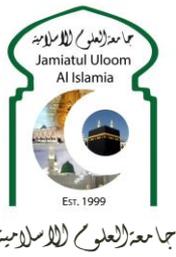
Some service providers will not accept complaints lodged by a third party. In cases of mobile phone abuse, where the person being bullied is receiving malicious calls and messages, the account holder will need to contact the provider directly.

Before you contact a web service provider, it is important to be clear about where the content is, for example by taking a screen shot of the material that includes the web address. If you are requesting they take down material that is not illegal, be clear to point out how it breaks the site's terms and conditions. Where the material is suspected of being illegal you should contact the police directly.

[NSPCC Netware](): Your guide to the social network your kids use – stay up to date and keep your child safe in today's digital world stay up to date and keep your child safe in today's digital world.

Date of last review: May 2021

Date of next review: May 2023

Review period: 2 years