

Date Valley School

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Anti – Bullying Policy

AIMS

At Date Valley School, we are committed to ensuring that our children have the opportunity to learn in a safe and caring environment, without fear of being bullied. Our aim is to help all our children to develop their Islamic personality in a way that makes bullying intolerable to each of them. As a school we intend to follow a zero tolerance policy as any form of bullying hurts a child and prevents them from being able to benefit fully from opportunities available at school.

The school follows a ZERO-TOLARANCE Anti-Bullying Policy:-

The school will work with staff, students, parents and carers to maintain a school community where bullying is not tolerated by the following:

- Discuss, monitor and review our anti-bullying policy on a regular basis
- Support staff to identify and tackle bullying appropriately by providing effective staff training
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively
- Report back quickly to parents/carers regarding their concerns on bullying
- Seek to learn from anti-bullying good practice elsewhere and utilizes the support of external agencies when appropriate. (See attachments for children, staff and parents)

Bullying is defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms. (*Preventing and Tackling Bullying, Advice for Head Teachers, Staff and Governing Bodies, DfE, 2011, p. 4*)

We understand that all children have disagreements with each other and friends fall out for a time. This is not usually bullying.

Different types of bullying are:

- PHYSICAL – hurting and being aggressive towards someone
- VERBAL – name calling, jeering, teasing and being abusive towards someone; Racist remarks; spreading rumours
- EXCLUSION – Being excluded from discussions / activities by those they believe to be their friends
- DAMAGING / THEFT – Having property damaged or stolen. Physical threats may be used to get a pupil to hand over property to the bully
- INTIMIDATION – This can include gesturing, miming, tone and physical proximity and aggression
- CYBER BULLYING – The use of ICT, mobile phones and the internet to deliberately upset, intimidate or harass another person. (see Schools Cyber Bullying Guidance)

Signs and Symptoms

Students who are being bullied may show changes in behaviour. Adults should be aware of these possible signs and they should investigate if a child:

- is unwilling to go to school
- becomes withdrawn, anxious or lacking in confidence
- starts stammering

- attempts or threatens self-harm
- cries herself to sleep at night or has nightmares/ bedwetting
- regularly feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions go missing
- has unexplained cuts and bruises
- stops eating
- is frightened to say what is wrong
- is frightened of walking to or from school
- changes her usual routine
- Unusual absences or truanting from school

Any of these changes occurring do not have to mean that a child is being bullied, but both staff and parents must be aware of these or other changes in behaviour and look out for signs of bullying towards that child.

Students must be encouraged to report bullying in schools. Date Valley promotes an environment where children feel they can trust and tell adults if they are being bullied or know about any bullying.

Teaching and ancillary staff must be observant and talk to students and be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

All students must be constantly reminded of how we must behave as Muslims, and how Allah is All-Seeing and All-Hearing so He is always watching us, how we are answerable for all of our actions and how we must always strive to please Allah.

All staff must be aware of how to remind the child of the above and how to help a child build the correct personality as defined in Islam.

Roles within Bullying

Different roles within bullying have been identified:

- Those relying on social power, dominating others, often with group support (ring leader)
- Others joining in and therefore afraid of ring leader (associates)
- The awareness of a silent majority that bullying is taking place, but feeling unable to do anything about it (bystanders)
- Those who try to stop bullying (defenders)

Implementation by the school

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- Every allegation of bullying will be taken seriously
- A clear account of the incident will be recorded and given to the Principal
- The Principal will interview all concerned and will record the incident
- Class teachers will be kept informed
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Implementation with the students

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the student
- Offering continuous support

- Restoring self-esteem and confidence

Students who have been part of the bullying will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and the need to change
- Reminding the child of our duty towards our Muslim brothers and sisters and how we must protect and help them not hurt them
- Informing parents/carers and to work together to help change the attitude of the student

The school defines bullying as initially a 'level 2' offence and disciplinary action will be followed at this level as defined by the Behaviour and Discipline Policy. Any bullying that involves a level of violence or any other action that is deemed equally unacceptable will immediately be dealt with as a 'level 3' offence.

Before more serious sanctions are applied the school and all staff involved must do their best to work together with the parents to help the child to understand the unacceptability of their actions and to help them to change their behaviour.

Prevention

At school the staff will be aware about issues between students which might provoke conflict and develop strategies to prevent bullying occurring in the first place. Staff themselves will be able to determine what will work best for their students, depending on the particular issues they need to address.

The school will strive to raise awareness of the problem, to remind the children of the definition of bullying and how they can help to make sure that it is not something that is done at any time. Raising awareness will be done by:

- Using school assemblies to discuss bullying, incidents of bullying and to remind the children of appropriate and inappropriate behaviour, as defined by Islam
- By including time during PHSE / Halaqa sessions for children to express any problems or concerns they may have, some of which will be related to forms of bullying or perceived bullying
- Using sessions for developing the child's Islamic personality, to talk about undesirable behaviour and reasons why some of which will be related to bullying
- Through sessions and stories that constantly refer to the character of Prophet Muhammad (SAW) and give examples of oppression and the way to deal with it (this oppression being a more severe form of 'bullying')
- By having a 'child friendly' format of the Bullying Policy that reminds the child of the steps to take if they are suffering. The aim being to make sure that no child has to suffer in silence. This format will be visible to the child
- By making all staff aware of the signs of bullying and what they should be looking for

This policy has been read and approved for Date Valley School, by the School Principal and the Date Valley Trust Policy Committee.

Date: June 2013

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Anti Bullying Information sheet for Children

IS IT BULLYING?

It is if you feel hurt because other children are:

- Calling you names
- Threatening you
- Pressuring you to give them some money or your things
- Hitting you
- Damaging your things
- Spreading rumours about you or your family
- Using text or emails to write or say hurtful things

Date Valley School does not tolerate bullying. This is what we do about bullying:-

- Make sure that the person being bullied is safe
- Work to stop the bullying happen again
- Provide support to the person being bullied

What should you do?

Talk to someone you trust and get them to help you take the right steps to stop the bullying.

WHAT TO DO IF YOU ARE BEING BULLIED:

DURING the bullying

- Tell the bullies to stop
- Get away as soon as possible – join another child or group if you can
- Tell an adult as soon as possible

AFTER the bullying

- Tell someone what has happened – don't keep it a secret
- Tell your family – they can help you
- Tell your teacher – ask a friend to go with you if you are scared
- Keep on speaking up until someone listens
- Don't blame yourself – if you ask for help, the bullying is more likely to stop

ALWAYS TELL AN ADULT IF YOU ARE BEING BULLIED.

WHAT TO DO IF YOU SEE SOMEONE BEING BULLIED:

- Don't smile or laugh as it will only encourage the bullies to carry on
- Tell the bullies to STOP – if you don't you are encouraging the bullying
- Encourage your friend who is being bullied to come and join in your game or activity
- Tell an adult what happened – they need to know straight away

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ARE YOU A BULLY?

Do you ever do any of these?

- Hurting and being aggressive towards someone
- Name calling, jeering, teasing and being abusive towards someone
- Using racist remarks and or spreading rumours
- Excluding other classmates from discussions / activities
- Damaging or stealing other people's property
- Using physical threats to get a child to hand over property to you
- Intimidating a child by making fun of them
- Using emails, mobile phones and the internet to deliberately upset, intimidate or harass another child

Each of these causes distress and it is wrong to hurt someone in this manner. If you want to discuss why you have behaved in this manner or are still behaving in this way, then speak to an adult that you trust and try to get help to stop.

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Information sheet for parents

Is it bullying?

It is if individuals or groups are:

- Calling your child names
- Threatening her / him
- Pressuring your child to give them some money or belongings
- Hitting your child
- Damaging your child's belongings
- Spreading rumours about your child and the family
- Using text, emails or internet to write or say hurtful things

What should you do if your child is being bullied?

Talk to school staff about the bullying. At Date Valley School your first contact point to report concerns about bullying is the class teacher. Please make an appointment through the school office to discuss concerns and issues.

- Be as specific as possible about what your child says has happened. Give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child
- Stay in touch with the school; let them know if things improve as well as if problems continue
- Remember the class teacher may know nothing about the bullying or may have heard conflicting accounts of an incident

What will Date Valley School do?

Date Valley School does not tolerate bullying. This is what we do about bullying:-

- Make sure that the person being bullied is safe
- Work to stop the bullying happen again
- Provide support to the person being bullied
- Take actions to ensure that the person doing the bullying learns not to harm others

Families who feel that their concerns are not being addressed appropriately by the school might like to consider the following steps.

- Check the school's Anti-bullying Policy to see if agreed procedures are being followed
- Make an appointment to discuss the matter with the Principal and keep a record of the meeting
- If this does not help, write to the Chair of the Board of Trustees outlining your concerns and what you would like to see happening

If you need further support and information at any stage or the problem remains unresolved, ring the helpline at Family Lives (0808 800 2222) or contact other local and national support groups.

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Information sheet for staff and volunteers, including temporary and support staff

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What should I do if I see bullying take place?

- Make sure the child being bullied feels safe
- Challenge the bullying behaviour
- Report the incident to the class teacher if you are an assistant or a volunteer
- Report the incident to the Principal if you are a supply teacher