

LUQMAN ACADEMY

Anti-Bullying Policy

August 2023

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Signature of Headteacher:	
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Our mission as a school is centred on our belief in Allah. The aim is to create a secure, caring, Islamic and happy environment for every pupil. It is a basic entitlement of all children that they receive their education free from humiliation, oppression and abuse. "BULLYING IN ALL ITS FORMS IS UNACCEPTABLE AT LUQMAN ACADEMY"

At Luqman Academy we aim to provide a school environment where bullying is not tolerated and students feel safe to tell someone, whether another child or an adult, if they are being bullied. Through the academic and welfare curriculum we aim to promote an anti-bullying message and strongly encourage tolerance, caring for each other and mainly respect towards one another.

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms including:

- Physical bullying which can include kicking, hitting, pushing and taking away belongings.
- Verbal bullying which includes name calling, mocking and making offensive comments.
- Emotional bullying which includes isolating an individual or spreading rumours about them.
- Online-bullying where technology is used to hurt an individual – for instance text messaging or posing messages / images on the internet or any form of social media.
- Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender.
- Homophobic / Biphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- Transphobic bullying occurs when bullying is motivated by a prejudice against people who are transgender.
- Disability bullying occurs when bullying is motivated by a prejudice against people with any form of disability.

With the advance in new technologies, Luqman Academy is aware there is an increased risk of online bullying using e-mails, instant messenger, social networking sites and public websites inappropriately. Luqman Academy has an ICT user's policy which all students, staff and parents sign, along with a separate E-Safety policy. Single incidents of verbal or physical attack and behaviour which is hurtful but claimed to be unintentional,

will also be taken seriously and dealt with according to the Luqman Academy Behaviour Policy. Although single incidents of bullying could take place at Luqman Academy we are fortunate that it is not a major issue and as of date we have no reported cases of ongoing bullying. This is evidenced in our incident book. Our success rate is high and that is a credit to the work of the Pastoral Team and indeed all staff as Form Tutors and Subject Teachers. It is important that all staff agree with the above principles and follow the correct procedures.

Warning signs that a pupil is being bullied:

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell. Wanting to visit the nurse regularly
- Reluctance to come to school
- Clothes/bag torn or damaged
- Money/possessions going missing
- Unexplained cuts and bruises
- Unexplained behaviour changes, e.g. moody, bad tempered, tearful
- Unhappiness
- Loss of appetite. Not sleeping. Loss of weight
- Seen alone a lot
- Not very talkative

Some reasons why people bully:

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home
- Learned behaviour (they too have been bullied)

Who Do I talk to if I am being Bullied?

- Class teacher
- Teaching Assistants
- Designated Officer/Deputy Headteacher
- Headteacher
- Or any teacher / support staff you feel comfortable talking to.
- Student council.

Parents concerned about bullying can talk to:

- Class teacher
- Designated officer/Deputy Headteacher
- Any teacher
- Headteacher

We are happy to provide anti-bullying advice for parents should they have any concerns. IF NECESSARY, CALL SCHOOL THE SAME DAY AND REPORT YOUR CONCERN to 07810704125.

Anti-bullying strategies currently used at Luqman Academy:

- All strategies used are recorded and reviewed by the SLT
- Regular promotion of anti-bullying in assemblies
- Where present use of CCTV to help with the prevention of bullying
- Duty roster for staff: key areas are patrolled before school, break lunchtime & after school.
- A clear transition process to Luqman Academy's ethos and values which promotes anti-bullying
- Teach bullying/cyberbullying in IT and PSHE lessons
- Involve learners in whole school projects,
- Strong teacher-student relationships so students feel comfortable in reporting any issues
- Information talks from the School Police Liaison Officer
- CEOP training for staff (Child exploitation online protection)

Anti-Bullying Procedures

All staff need to be clear and consistent in handling a bullying situation. Any victim of bullying must be confident in the adult with whom they confide and be reassured that appropriate action will not result in further problems both inside and outside school. All cases of bullying are individual both in nature and seriousness; however, the following guidelines indicate the procedures staff will take when dealing with a reported case of bullying. These guidelines are in line with the school's behaviour policy.

- Listen and talk to the student about the bullying to assess the seriousness of the allegations and to try to come to some agreed way forward with them.
- Try to talk through with them their fears of retaliation from the bullies and weigh up the balance between these fears and the alternative of the bullying being continued if nothing is done.

- Try to reassure them that we have a good success rate and that the bullying will probably stop.
- See the offender and listen to what they have to say about what has gone on.

Once an instance of bullying has been substantiated, the aim will always be to resolve the problem quickly and effectively. If the bully accepts the injustice of their actions, a verbal warning is given and an explanation of why their behaviour is unacceptable. The warning is recorded in the school incident book. For more serious cases, again interview both parties to hear both sides of the situation and when you are satisfied that there is a need for some discipline one or more of the following sanctions may be invoked:

- Isolation at break / lunchtime.
- Mediation meetings.
- Restorative meetings.
- The bully is given a report card and monitored in all lessons if the bullied learners are in the same class, should this not work then Withdrawal from lesson.
- Internal exclusion, limited to shadow specific member of the SLT.
- Fixed term exclusion.
- Involvement of external agencies.

All action taken is recorded in the school incident book. All more serious cases of bullying will be dealt with by the child protection officer/designated person and or the Headteacher. All bullying incidents are recorded on the whole school behaviour system, this system is regularly monitored, and incidents analysed by the Headteacher.