

Al-Madani Independent Grammar (AMIGS)

Anti-bullying Policy 2024-2025



AL-MADANI
INDEPENDENT
GRAMMAR SCHOOL

Introduction

1.1 Based on our statutory duty to ensure all children in their schools are safe at all times, AMIGS aims to establish a whole school positive culture in which all members of the community feel safe and confident, and treat each other with respect and courtesy, particularly with regard to individual differences. To this end, bullying will be eliminated.

1.2 This policy should be read and understood in the context of our Behaviour Policy, our Equality and Diversity Policy, and our approach to personal, social, healthcare and economic education.

1.3 Our policy has been written in the context of our responsibilities under:

The Equality Act 2010. The Act makes it unlawful in England and Wales for the responsible body of a school to discriminate against, harass or victimise a pupil, or subject them to any other detriment.

1.4 A bullying incident should be addressed as a child protection concern when there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this is the case, staff will deal with the concern in line with the school Safeguarding Policy.

1.5 The support of external services may be accessed to tackle any underlying issues which have contributed to a child engaging in bullying.

1.6 We have signed up to the principles embodied as a member of the Anti-Bullying Alliance (ABA), linked to the National Children's Bureau, including access to specialist training of staff to support our best efforts to eradicate bullying in school. What this means is that, as far as possible, all stakeholders of our school will be supported to understand what is bullying, its signs, how to deal with it and how to support both the victim and the perpetrator (a restorative approach).

2 What do we mean by bullying?

2.1 Bullying involves an imbalance of power which makes it hard for those being bullied to defend themselves. This may be seen or felt physically, online or psychologically, and includes social isolation or intimidation, as well as any threat of violence. It is defined as follows:

- It is deliberately hurtful behaviour; and
- It is repeated over time.

2.2 Bullying may take various forms, and is often motivated by prejudice, including:

- Cyber: The use of electronic communications including email, mobile phones, text/multimedia messaging, photographs/video, online profiling, websites, social networks, and instant messaging; all with the intention to frighten, embarrass or harass. This can happen at any time of day with a potentially wider audience and more accessories as people forward on with a simple click;
- Disability: because of, or focusing on, the issue of disability;
- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- Homophobic or Transphobic: because of, or focusing on, the issues of sexuality and/or gender identity;
- Physical: pushing, kicking, hitting, punching or any use of violence inflicted on another individual;
- Racist/Cultural/Religious: racial, cultural or religious taunts, comments or gestures;
- Sexual: sexually abusive taunts, comments or gestures; and
- Verbal: for example, name calling, sarcasm, spreading rumours.

Overview

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, hitting, punching or any use of violence
Racist	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic / Transphobic	Because of, or focussing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of the Internet , such as email & internet chat room misuse. Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera & video facilities

We believe that bullying is a behaviour choice and that anyone can be encouraged to change their behaviour. It can be an individual or a group. The school will ensure they have effective procedures to prevent bullying which have regard to DfE guidance ***Preventing and Tackling Bullying*** (DFE-00292-2013). This policy should be implemented in conjunction with behaviour, safeguarding and other policies.

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students 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.

We also expect our older pupils to look after the younger ones, and in turn they should be encouraged to respect the older pupils and all the school staff. *"Those that do not respect their elders, have mercy on the young ones, and hold in high esteem the scholars are not from amongst us"* (Saying of the Prophet upon whom be peace).

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it up when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A student may indicate by signs or behaviour that he is being bullied. Adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from school doesn't want to go on the school / public bus, begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic) begins to truant
- becomes withdrawn anxious, or lacking in confidence starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares feels ill in the morning
- begins to do poorly in school work
- has unexplained cuts or bruises
- is bullying other students or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

School Policy on Bullying

- 1) Staff should follow the established procedures.
- 2) Every effort should be made to follow up each case to ensure that the victim is given support and to prevent and recurrence.
3. Anti-Bullying Officer (**Mr Ramsey**) should make clear to parents of victims and bullies the action being taken, why we are taking them and what the parents can do to help us and reinforce our actions.
4. Pupils must be made aware of who they can talk to in confidence (form tutors, teachers) and must know that information will be acted upon discretely and sensitively.
5. Staff need to be aware of areas of the school where bullying might take place and be sensitive to the times and situations when it may occur.
6. Opportunities should be taken in the delivery of Pastoral Care and as appropriate in assemblies to explain school policy on bullying. Staff may also make use of opportune moments in the curriculum to highlight the issue of bullying and to reinforce this message.
7. Help is to be provided for victims to raise their self-esteem, and support to counter any feelings of inferiority or guilt. Parents may need to be involved here.
8. Bullies are to be shown how they can satisfy their needs through working with others rather than in a confrontational way (restorative approach). Parents may also need to be drawn in to see how they can help change the child's behaviour.
9. Staff needs to be aware of racist and sexist language and actions, which are a form of bullying.
10. Staff should, as always, watch for early signs of distress in pupils' deterioration of work, spurious illness, isolation, desire to remain with adults, erratic attendance. These may be the early signs of bullying through there may (of course) be other causes.
11. AMIGS facilitates several key ABA Anti-Bullying courses, so that stakeholders are aware of the causes and effects of bullying, it's wider impact and their roles in relation to being part of the solution.

Responsibilities

- Any cases of bullying should be reported to the anti-bullying officer
- In the absence of the anti-bullying officer, incidences should be reported to the Head teacher.
- The responsible person should either write down the incident of bullying or ask the member of staff who witnessed the incident to do so and follow up the case, making sure he speaks to the 'bully' and the victim/s.

Sanctions and Outcomes

In dealing with the bully, staff should make it clear that the behaviour is unacceptable and also stress the serious consequences of repetition.

(However, staff should not 'bully the bully').

- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

- The bully (bullies) may be asked to genuinely apologise.
- In serious cases, suspension or even expulsion will be considered.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Cyber Bullying

The School's view on cyberbullying is that parents should be monitoring their child's use of the internet outside school. However, if the School becomes aware of serious abuse of a pupil or a member of staff on the internet, the School may contact parents and take disciplinary action, even if the offence occurred outside school.

BEHAVIOUR	SANCTION
Use of mobile phones to send offensive messages/images.	<ul style="list-style-type: none">• Meeting with parents.• Suspension for a week with a follow up meeting with parents and final warning.• Any further offences will amount to permanent expulsion.
Any negative material submitted online during school hours or in private time which may impact the school or any student/staff will be treated as a school incident.	<ul style="list-style-type: none">• Meeting with parents.• Suspension for a week with a follow up meeting with parents and final warning.• Any further offences will amount to permanent expulsion.

Advice to the victim of bullying: Remember: WE ARE A TELLING SCHOOL and WE WILL SUPPORT YOU

The following advice is displayed around the school:

- Try not to show you are upset – which is difficult
- Tell yourself that you do not deserve to be bullied
- Tell an adult that you trust
- Get friends together and say NO to the bully
- Try to ignore the bully
- Fighting back may be worse. Before you decide to fight back, talk to an adult
- If you are different in some way, be proud of it! It is good to be an individual and unique
- Stay with people, even if they are not your friends, there is safety in numbers
- Try being assertive shout loudly. (Practise in front of the mirror to gain confidence)
- If you are in danger, get away. Do not fight to keep possessions
- Walk quickly and confidently even if you do not feel that way inside. Practise!
- Try to be careful about what you may say to other pupils, they may make personal remarks and they may not see the funny side of your remarks.

Two 'STUDENT BOXES' can be found outside the upstairs and downstairs assembly area. If, for some reason, a student feels unable to report anything in person, he can put into this box any comments, suggestions and problems they may be having. This box is checked at the end of every Monday, Wednesday and Friday. A member of SLT will follow up with the student in order to address any issue raised.

If you do witness bullying, what can you do? Remember: WE ARE A TELLING SCHOOL

First steps:

DO

- Remain calm; reacting emotionally may add to the bully's fun and give the bully control of the situation.
- Take the incident seriously and take action. Report it to any of the staff on duty, and also to the anti-bullying officer, Mr Ramsey.
- Reassure the victim; do not make him feel inadequate or foolish.
- Staff will take appropriate action in line with our policy. We will investigate to establish the facts, stop bullying, and follow our restorative approach which is to have the perpetrator apologise to the victim, support both parties, if applicable, bring in parents to assist, and ensure that mutual respect, in line with our ethos, prevails.

If you bully others: Remember: WE ARE A TELLING SCHOOL and WE WILL SUPPORT YOU

Our beloved prophet (ﷺ) said, "Help your brother, whether he is an oppressor or he is an oppressed one." People asked, "O Allah's Messenger (ﷺ)! It is all right to help him if he is oppressed, but how should we help him if he is an oppressor?" The Prophet (ﷺ) said, "By preventing him from oppressing others."

As a bully:

- You must remember that we will not accept name-calling, teasing, pushing and so on, under the guise of 'banter' and jokes. Do not take others for granted. Recognise that your actions are detrimental to others.
- You will apologise, and make amends by changing your ways. This will be recorded in your file.
- Make sure that the incident does not live on through reminders from you.
- If you have uncovered the 'trigger factor', try to think ahead to prevent a reoccurrence of the incident.
- If you persist, we will involve your parents and repeated offenders will be expelled after attempts to restorative justice are made.

TO ALL SUPPORTERS

DO NOT

- Be over protective and refuse to allow the victim to help him or herself.
- Assume that the bully is bad through and through; his behaviour in this respect is unacceptable, but they have virtues in other areas – try to look objectively at the behaviour in the bully.
- Keep the whole incident a secret because you have dealt with it.
- Involve the parents without discussion with the Bullying officer without agreeing a constructive plan to offer both sides.

Monitoring and review

The Headteacher is responsible for monitoring the effectiveness of this policy on a regular basis and will report termly to the governing body on any instances of bullying and racism, and on the effectiveness of the policy. The governing body will scrutinise behaviour logs and records of bullying and challenge the school on the effectiveness of its policies for maintaining high standards of behaviour and promoting the Islamic ethos of the school. Where appropriate, action will be agreed to bring out further improvements, in consultation with staff, students and parents.

All records of bullying are kept in the form of serious incident forms. These are all filed in the Headteacher's offices. All cases of bullying will be reported to the Governing Body.

It is the responsibility of the governing body to monitor the rate of suspensions and exclusions, instances of bullying and racism and to ensure that the school policy is administered fairly & consistently.

Anti-bullying websites:

Bullying Online

Kidscape online

Anti-Bullying Alliance

www.bullying.co.uk

www.kidscape.org.uk

<https://anti-bullyingalliance.org.uk/>

Policy updated: September 2024

Policy Review: August 2025

Appendix 1

Bullying Record form:

Date: _____

What was the incident?

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.....(use overleaf in required)

Who was involved (full names of students):

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Where and what time, did the incident take place:

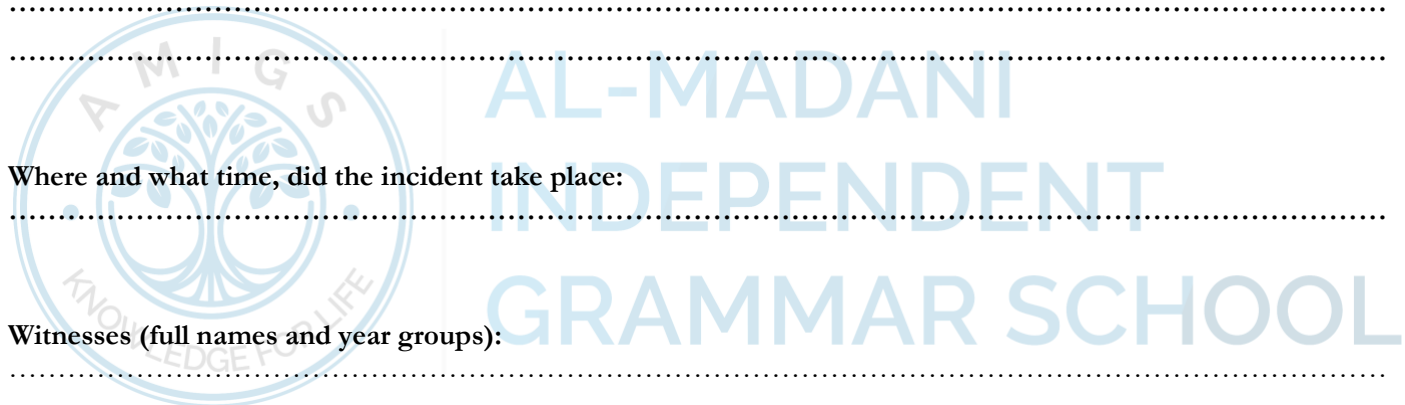
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Witnesses (full names and year groups):

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Action taken by staff (provide name/s of staff):

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Appendix 2

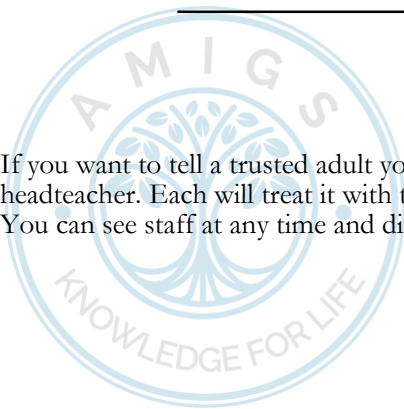
ARE YOU BEING BULLIED?

- Do you have any concerns about bullying?
- Do you know someone who is being bullied?
- Have you been involved in bullying and want to get some help, so that you can find ways to stop?

Speak to the school anti-bullying officer. Our school anti-bullying officer is:

Mr Ramsey

If you want to tell a trusted adult you can do so. You can speak to your parents, any member of staff here, and our headteacher. Each will treat it with the seriousness it deserves, and together we will support you. You can see staff at any time and discuss it with them.



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GRAMMAR SCHOOL

TO ALL STAFF MEMBERS

**What May Constitute Bullying
Things to look for**

Name Calling

Dirty Looks

Personal Insults Being left out from groups

Being the butt of constant jokes

Racial Insults

Family Insults

Sexist Insults

Homophobic and transphobic Insults

Hitting

Pushing

Touching

Being Hurt

Cyber Bullying

Destruction or removal of possessions without permission



*If you witness any of the above, please do NOT ignore it, or cast aside, or think it is not your problem and it does not concern you..... **It is your duty to protect the students at all times!***