



Anti-Bullying Policy

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Ratified by the Chair of Governors

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Signature:

A handwritten signature in black ink, appearing to be 'M. Patel', written over a horizontal blue line.

Green Oak Academy Anti-Bullying Policy

“O you who have believed, let not a people ridicule [another] people; perhaps they may be better than them; nor let women ridicule [other] women; perhaps they may be better than them. And do not insult one another and do not call each other by [offensive] nicknames. Wretched is the name of disobedience after [one's] faith. And whoever does not repent - then it is those who are the wrongdoers.”

Qur'an [49:11]

Bullying in Islam is Haraam (forbidden).

"Bullying is the willful conscious desire to hurt, threaten or frighten someone."

There is no acceptable form of bullying.

Bullying is a form of antisocial behaviour that has no place in our school.

Bullying can include any sort of physical or mental intimidation of a person by another or a group which causes anxiety or stress to the “victim”. Such behaviour by any member of the school community is unacceptable as no person has the right to make another feel uncomfortable or unhappy.

These beliefs are included in the aims of Green Oak Academy and are continually reinforced through assemblies, the work carried out in PSHE and in the general Islamic ethos and pastoral care of the school.

The school sees the issue of bullying as a serious matter, and any incident will be dealt with as detailed later in this policy document.

Our aims:

- For all staff, parents and students to work together against bullying
- To ensure that all students feel completely safe and at ease around the school, during school-based activities, when participating in out-of-school activities, (including residential visits) and when being transported to and from school or school activities
- To establish an atmosphere where bullying is not acceptable behaviour
- To enable students to feel confident that there is support to help all concerned in bullying incidents.

Action against Bullying

An isolated incident will be dealt with promptly and firmly, but in the few instances where the bullying is persistent, then the following stages may be adopted:

- **Stage One - Report of the bullying**

Listen to the report of the bullying from pupil, parent or teacher. Use the school communication slip to report the situation to the Form Tutors of the main participants and the Head teacher. The decision as to who will deal with the situation will be taken at this stage, ensuring that the pupil's feelings are taken into account.

- **Stage Two -Interview with the bullied student**

The Pastoral Officer will start by talking to the bullied pupil about her feelings. Few questions are asked about the incident apart from the names of those involved, and the names of any non-participant spectators. The pupil is then encouraged to write down her feelings, and any thoughts about the effects of bullying. This can be in the form of a short essay, a poem or even a picture.

- **Stage Three - Meeting with the group**

- a. Group Constitution

- A meeting will be arranged between the teacher and the people involved. This will include the accused, some bystanders or colluders who joined in but did not initiate any bullying; anyone who passively condoned the incident.

- b. Explaining the Problem

- The group is told about how the bullied pupil is feeling and, if she agrees, shown the piece of writing or drawing to illustrate what is being suffered. At no time are specific details discussed nor is blame allocated to any individual.

- **Stage Four - Strategies Agreed**

- a. Shared Responsibility

- No blame is attributed but instead the group are asked to help alleviate the misery.

- b. Group's Solution

- Each member of the group is encouraged to suggest a way in which the bullied pupil could be helped to feel happier. Positive response is given by the teacher to their ideas, but no promise of improved behaviour is extracted.

- c. Onus of Responsibility

- At the end of the meeting, responsibility is passed over to the group to solve the

problem. A meeting with each individual is arranged for a week later to review the situation.

d. Communication With Form Tutors

The Form Tutors of all participants will be informed about what has taken place.

- **Stage Five - Review Meeting**

A review meeting will take place a week later and the teacher meets individually all concerned - the bullied, the bullies and the witnesses. All will be encouraged to discuss their perceptions of how the situation is developing. This allows the teacher to monitor any progress or improvements, and to keep everyone involved in the process of positively improving the situation.

Should it become clear that the process has not worked, parents will be contacted through the relevant School Office and appropriate disciplinary measures will be taken. The bullied pupil's parents will also be informed of what has happened, and of the proposed action to be taken by the school. Parents may well be informed earlier, if felt appropriate, by the Head.

Staff: Expectations and Guidance

The first contact a child experiencing bullying should have will normally be their Form Tutor. They may, however simply decide to tell a teacher they trust. Make them feel confident that it will be treated seriously and investigated thoroughly. The report of the bullying may come from a parent or fellow teacher. Use the school communication slip to report the situation.

Signs and Symptoms

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

- 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
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children 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

Forms of Bullying

It's not always easy to determine bullying behavior.

How do you know if you're the victim of good-natured ribbing or bullying? Hostility and aggression directed towards a victim who is physically or emotionally weaker than the bully are more obvious signs of bullying. This behavior causes pain and distress for the victim.

Bullying comes in various forms:

Physical Bullying is the most obvious form of intimidation and can consist of kicking, hitting, biting, pinching, hair pulling, and making threats. A bully may threaten to punch the victim if they don't give up their money or lunch.

Verbal Bullying often accompanies physical behavior. This can include name calling, spreading rumors, and persistent teasing.

Emotional Intimidation is closely related to these two types of bullying. A bully may deliberately exclude the victim from a group activity such as a party or school outing.

Racist Bullying can take many forms: making racial slurs, spray painting graffiti, mocking the victim's cultural customs, and making offensive gestures.

Sexual Bullying is unwanted physical contact or abusive comments.

Cyberbullying is when one or a group use electronic means via computers and mobile phones (emails, web sites, chat rooms, instant messaging and texting) to torment, threaten, harass, humiliate, embarrass or target another child