



Iqra Academy

Anti-Bullying Policy

Iqra Academy values each person as uniquely created and we support each person in their faith journey by creating opportunities to reflect on the world around us and our role within it. We commit ourselves to ensure that the Islamic values of peace, justice, equality and respect for life find expression through our actions. Therefore, we will create a stimulating learning environment through a curriculum which responds to the interests and needs of learners, making effective use of new technologies. We will respect and support one another, embracing diversity and celebrating each other's talents and success. We will create a safe and healthy community which is attentive to the needs of all.

A living sign of this community is seen in the way our students behave towards each other. Therefore, we will aim to treat all members of our community with the tolerance, love and respect. In carrying out this duty, we will seek opportunities to emphasise this message and put it into practice. Those with responsibility for assemblies, tutor group meetings, pastoral lessons, subject lessons, prayers and services will ensure that Iqra Academy's anti-bullying values are highlighted.

Iqra Academy is 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 academy. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. We recognise our responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents/carers should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what Iqra Academy policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what Iqra Academy 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.

How we define Bullying

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- 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 because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse, Mobile threats by text messaging & calls and Misuse of associated technology, i.e. camera & video facilities

Signs and Symptoms

A student may indicate by signs or behaviour that she 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 Iqra Academy / 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.

How we will support a zero tolerance approach to bullying in the academy:

- The supportive environment, that will exist in academy, encourages all members of our community to feel confident in speaking out about bullying.
- All students are part of a pastoral group and the role of their individual tutor is vital in all aspects of school life.
- We develop the Anti Bullying Peer Supporters group, which enables young girls with concerns about bullying to talk to their peers in a supportive atmosphere.
- We will continue to raise awareness of the issue of bullying through a variety of means (e.g. Posters, leaflets, organising an anti-bullying campaign, assemblies, pastoral sessions, staff development etc)
- We continually raise the profile of other agencies working in the academy to combat bullying.

- Anti bullying week – Iqra Academy to take part in anti bullying week. Students to discuss to discuss bullying during tutorials during anti bullying week and both assemblies to be around this topic for that week.
- Leaflets to be given out to students to raise awareness of anti bullying
- Staff to watch out over students to make sure any minor or major bullying matters is reported to tutors who are then to action according to the behaviour policy of school.
- Students to discuss bullying in PSHE lessons every year. Teacher to cover bullying in all aspects, teacher to see syllabus
- Ms Kauser and Ms Zafar are allocated as anti bullying teachers
- . Any bullying issues to be reported to them.
- Two students to be trained as anti bullying ambassadors so they can keep an eye out during break and lunch for any bullying issues.

Procedures

1. Alleged bullying incidents can and should be reported to **any** member of staff. The member of staff will then in turn complete a behaviour incident form and pass to the appropriate tutor and if necessary, the School Pastoral Lead.
2. The tutor may deal with the incident themselves. In cases where the School Pastoral Lead is involved the incident may be dealt with by them independently or they may choose to refer on to the behaviour lead or Principal for additional support.
3. In cases of persistent perceived bullying parents/carers will be informed and where necessary student/parent contracts may be drawn up to ensure that any inappropriate behaviour stops.
4. All incidents of bullying behaviour or threats of bullying must be investigated and any bullying stopped quickly.
5. All parties will be offered on-going appropriate support. In appropriate cases individual student support plans will be drawn up detailing specific tailored support packages.

Outcomes

- The alleged bully may be asked to genuinely apologise i.e. letter/in person
- If possible, the students will be reconciled and mediation may be offered.

In school sanctions may be used as a punishment:

- Break detention
- Lunchtime detention
- After School detention
- Morning detention
- Isolation in school

In persistent cases in-school sanctions may be used as above or

- A fixed term exclusion
- A permanent exclusion
- Student/Parenting contracts may be drawn up.
- Referral to a suitable person in school or external agency for ongoing
- Supervision and support. i.e. Mentor, Behaviour support
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Policy updated in May 2019. Reviewed and updated February 2022