

**EVERGREEN PRIMARY**

**SCHOOL**

**ANTI BULLYING POLICY**

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| **Executive Head** | **Rena Begum** |
| **Proprietor** | **Rena Begum** |
| **Implementation date** | **September 2019** |
| **Review date** | **September 2020** |

**SCHOOL ETHOS**

The school recognises its Islamic foundation and aims to serve its community by providing an education of the highest quality within the context of Muslim belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Islamic values through the experience it offers to all its pupils. Our intention is to provide a happy caring environment in which an individual child can learn to value excellence, achieve his/her potential and discover for themselves a genuine delight in learning.

**MISSION STATEMENT**

“In our School – we do our best to play fairly, behave well and work together”

**Vision**

We strive to:

* Provide a happy, secure and caring environment where all children are valued as individuals
* Develop independent learning skills through a broad, balanced and inspirational curriculum suited to our community
* Enable all our children to understand the wider world and be able to interact with this, and as part of it, as responsible citizens
* Nurture Islamic values in all aspects of school life
* Instil a sense of belonging where each individual is respected and differences are celebrated
* Build self-esteem and confidence, so developing lifelong learners, who are able to reach their full potential
* Work in partnership with all members of the wider school community to continue to move the school, curriculum and all in it forwards **Rational** Evergreen Primary’s definition of bullying.The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.
* If bullying is suspected we will:

**School Procedure:**

* Bullying is ongoing, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber bullying). It may be one person or a group.
* That every child has the right to feel safe in school and enjoy their education without the threat of bullying\* behaviour. Our approach is to build the children’s self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents. The anti-bullying policy takes its place within the general aims of the school. It has close links to the SEAL, Child Protection, Behaviour, Anti-racism and PSHE policies and is set within the framework of The Every Child Matters Agenda.
* Where Children are happy, motivated and engaged in their learning and have a say in the direction of the school and their learning. Adults are welcoming, consistent, approachable, flexible and highly skilled The Islamic ethos is evident through the actions of all in the school community the learning environment reflects the high expectations.
* Talk to the suspected victim, and any witnesses individually using Restorative Justice Procedures and questions.
* Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
* If the bully owns up then sanction procedures outlined in the Behaviour Policy will be followed (see appendix 1)
* Incidents of bullying are recorded in the School Incident Log and kept in The Head Teachers office.
* Consistently use Restorative Justice Procedures with all children.
* Keep an informal log of incidents if there are concerns
* Involve all parties together to discuss the issues if agree by all parties
* Allow children time to sort things out.
* Support & empower children to resolve the conflict & understand their role in the issues
* Establish an agreement between the children where needed
* Inform parents
* Follow up with further discussions with individuals as and when appropriate
* When necessary support children individually or together
* If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures (see Behaviour Policy) Prevention & strategies to reinforce Evergreen’s Policy on Anti-bullying:
* Anti-bullying week
* Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyberbullying.
* Children participate in role play work in class as part of PSHE and SEAL
* Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricula themes, drama, story writing and literature
* A whole school reward system
* Children & parents have a good knowledge of the procedure/policy
* Children have a clear understanding of their rights & responsibilities
* E-safety frequently discussed and taught
* Use of Play Leaders
* Adults to deal with a situation, even if minor. Talking to the children may prevent the situation escalating.

**The role of Proprietors**

* The Proprietor body supports the Head Teacher in all attempts to eliminate bullying from our school. They will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
* The Proprietor body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school’s anti-bullying policy
* If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Proprietor body.

**T**he role of the Head Teacher

* It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and non-teaching) is aware of the school policy,and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
* The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
* The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
* The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

**The role of all staff**

* All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
* All adults to deal with situations quickly and by using Restorative Justice methods to prevent situations escalating.
* All adults to follow up what they have said e.g. keeping an eye, follow up discussion etc.
* Teachers are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child’s parents and the Head Teacher.
* There is an anti-bullying pro-forma in which staff record all incidents of bullying that occur both in and out of class. The school also record incidents that occur near the school, or on the children’s way between school and home, that we are aware of. All adults who witness an act of bullying should record it in the log. This will be kept in the Head Teacher’s office.
* When any bullying taking place between members of a class, the teacher will deal with the issue immediately, in accordance with the school’s procedure, including counselling and support for both the victim and perpetrator of the bullying.
* All members of staff routinely attend training, which equips them identify bullying and to follow school policy and procedures with regard to behaviour management.
* A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

**The role of parents and inform school**.

 The matter will be dealt with appropriately. Remember incidents are confidential; we do not discuss them with other parents on the playground. Speak to school staff if you have concerns. Parents have a responsibility to support the school’s anti-bullying policy, actively encouraging their child to be a positive member of the school. If parent who is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure (see complaints policy) by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Proprietor body. What Can Children Do If They Are Being Bullied? Stay with a group of friends/people. There is safety in numbers. Be strong inside – say “No!” Walk away confidently. Go straight to a teacher or member of staff. Fighting back may make things worse – don’t do it. Generally it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you. What do you do if You Know Someone Is Being Bullied? Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.This policy is monitored on a day-to-day basis by the Head Teacher, who reports to the proprietor on request about the effectiveness of the policy. This anti-bullying policy is the Proprietor’s responsibility, and they review its effectiveness annually. They do this by examining the school’s anti-bullying logbook, where incidents of bullying are recorded, and by discussion with the Head Teacher. Proprietor analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs. This policy will be reviewed in accordance with the school’s review cycle, or earlier if necessary.

**\* Definition of bullying: Bullying comes in different forms such as: Verbal & Physical** When someone has some physical signs of bullying like cuts, bruises, torn clothes or personal belongings missing they just put it down to over active play or childish games. Many times this isn’t the cause and people who are bullied will not tell an adult or someone they trust as they believe it will make the bullies mad and make the bullying a lot worse. Social bullying is when someone is left out of games, deliberately ignored and has bad things spread about them and made to feel like an outsider e.g. Homophobic.

With the technology age a new type of bullying was born; Cyber Bullying. Along with the other types of bullying, this is no exception cyber bullying does go on and has been witnessed by the Stamp out Bullying team.

* the school curriculum will deal with including bullying as an issue throughout, school life, opportunities will be covered through assembly, circle time , Islamic studies and RE.
* This type of bullying can be chat rooms, online, instant messaging, on a mobile phone or even e-mails.
* **Cyber**
* **Social**
* Physical bullying is when someone is hit, punched, pushed or have their personal items stolen and any other kind of physical, aggressive contact.
* Verbal bullying is when someone is called names, threatened and made to feel bad.
* Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
* **Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”.**
* The school undertakes behaviour logs of classes in and outside of classroom environment.

**The role of children**

What can children do if they are being bullied? Each term or when incidents occur class teachers will discuss bullying and reinforce the following strategies: Remember that your silence is the bully’s greatest weapon. Tell yourself that you do not deserve to be bullied and that it is wrong. Be proud of who you are. It is good to be individual. Try not to show that you are upset or scared. It is hard, but a bully thrives on someone’s fear. Stay with a group of friends/people. There is safety in numbers. Be strong inside – say “No!” Walk away confidently. Go straight to a teacher or member of staff.

If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them. Fighting back may make things worse – don’t do it. Generally it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you. What do you do if you Know Someone Is Being Bullied? Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.

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**Monitoring and review**

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